

Chapter 257 Tier 3 Social Services Payment Rate Transmittal Letter

Based on the calculations in this workbook and its supporting documentation, the following social services payment rates are proposed.

Proposed Rate(s) without Change to UFR Salaries

| Project | Department | Activity Code | Current Rate | Proposed Rate | Rate Variance | % Rate Variance |
|------------------------------|------------|---------------|--------------|---------------|---------------|-----------------|
| Young Parents Program | DTA | Enrollment | \$ 3,000 | \$ 3,500 | \$ 500 | 17% |
| Young Parents Program | DTA | Outcome | \$ 2,300 | \$ 3,600 | \$ 1,300 | 57% |

Rate Calculation Workbook Overview

| Tab Name | Summary of Data Sources |
|--|---|
| 1. UFR Expenses | FY14 UFR expenses |
| 1a. Salary Benchmarks | FY14 UFR expenses |
| 1b. UFR Personnel and Other Expenses | FY14 UFR expenses |
| 2. Units | FY14 payments (units) made by agency(ies) to programs |
| 3. CAF Spring 2015 | FY14 to FY17 adjustments using Massachusetts IHS Economics - Spring 2015 Forecast |
| 4. 60th percentile salaries | FY14 UFR expenses |
| 5. FTE Calculation | FY14 UFR data and YPP provider survey data |
| 6. Rate Calculation - FY14 units and UFR avg | FY16 YPP Provider Survey Results, FY14 UFRs, YPP 2014 Units |
| 7. Fiscal Impact | YPP FY15 units (all programs) |

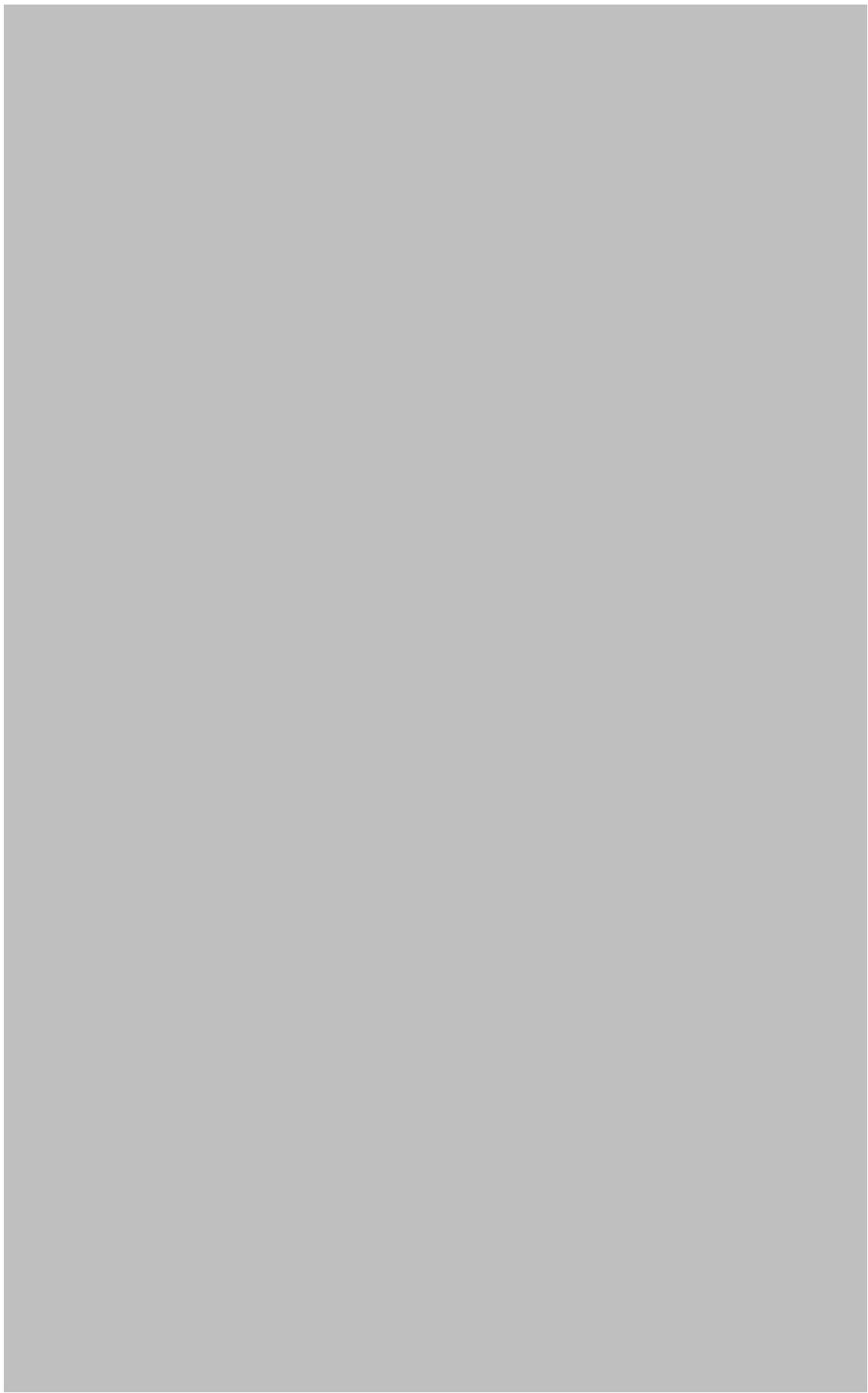
| Order | Type | Line Item or Expense | PCG/EOHHS Category | ScheduleBE xpLineNum ber |
|-------|---------|----------------------|--------------------|--------------------------------|
| 1 | Revenue | Line Item | YPP Revenue | 1R |
| 2 | Revenue | Line Item | YPP Revenue | 2R |
| 3 | Revenue | Line Item | YPP Revenue | 3R |
| 4 | Revenue | Total | | 4R |
| 5 | Revenue | Line Item | YPP Revenue | 5R |
| 6 | Revenue | Line Item | YPP Revenue | 6R |
| 7 | Revenue | Total | | 7R |
| 8 | Revenue | Line Item | Revenue | 8R |
| 9 | Revenue | Line Item | Revenue | 9R |
| 10 | Revenue | Line Item | Revenue | 10R |
| 11 | Revenue | Line Item | Revenue | 11R |
| 12 | Revenue | Line Item | YPP Revenue | 12R |
| 13 | Revenue | Line Item | Revenue | 13R |
| 14 | Revenue | Line Item | Revenue | 14R |
| 15 | Revenue | Line Item | Revenue | 15R |
| 16 | Revenue | Line Item | Revenue | 16R |
| 17 | Revenue | Line Item | Revenue | 17R |
| 18 | Revenue | Line Item | Revenue | 18R |
| 19 | Revenue | Line Item | Revenue | 19R |
| 20 | Revenue | Line Item | Revenue | 20R |
| 21 | Revenue | Line Item | Revenue | 21R |
| 22 | Revenue | Line Item | Revenue | 22R |
| 23 | Revenue | Line Item | Revenue | 23R |
| 24 | Revenue | Line Item | Revenue | 24R |
| 25 | Revenue | Line Item | Revenue | 25R |
| 26 | Revenue | Line Item | Revenue | 26R |
| 27 | Revenue | Line Item | Revenue | 27R |
| 28 | Revenue | Line Item | Revenue | 28R |
| 29 | Revenue | Line Item | Revenue | 29R |
| 30 | Revenue | Line Item | Revenue | 30R |
| 31 | Revenue | Line Item | Revenue | 31R |
| 32 | Revenue | Line Item | Revenue | 32R |
| 33 | Revenue | Line Item | Revenue | 33R |
| 34 | Revenue | Line Item | Revenue | 34R |
| 35 | Revenue | Line Item | Revenue | 35R |
| 36 | Revenue | Line Item | Revenue | 36R |
| 37 | Revenue | Line Item | Revenue | 37R |
| 38 | Revenue | Line Item | Revenue | 38R |
| 39 | Revenue | Line Item | Revenue | 39R |
| 40 | Revenue | Line Item | Revenue | 40R |
| 41 | Revenue | Line Item | Revenue | 41R |
| 42 | Revenue | Line Item | Revenue | 42R |
| 43 | Revenue | Total | | 43R |
| 44 | Revenue | Line Item | Revenue | 44R |
| 45 | Revenue | Line Item | Revenue | 45R |
| 46 | Revenue | Line Item | Revenue | 46R |

| | | | | |
|----|----------------|-----------|-----------------------------|-----|
| 47 | Revenue | Line Item | Revenue | 47R |
| 48 | Revenue | Line Item | Revenue | 48R |
| 49 | Revenue | Line Item | Revenue | 49R |
| 50 | Revenue | Line Item | Revenue | 50R |
| 51 | Revenue | Line Item | Revenue | 51R |
| 52 | Revenue | Line Item | Revenue | 52R |
| 53 | Revenue | Total | | 53R |
| 54 | Salary Expense | Line Item | Direct Care Management | 1S |
| 55 | Salary Expense | Line Item | Direct Care Management | 2S |
| 56 | Salary Expense | Line Item | Direct Care Management | 3S |
| 57 | Salary Expense | Line Item | Direct Care Management | 4S |
| 58 | Salary Expense | Line Item | Medical | 5S |
| 59 | Salary Expense | Line Item | Medical | 6S |
| 60 | Salary Expense | Line Item | Medical | 7S |
| 61 | Salary Expense | Line Item | Medical | 8S |
| 62 | Salary Expense | Line Item | Medical | 9S |
| 63 | Salary Expense | Line Item | Medical | 10S |
| 64 | Salary Expense | Line Item | Medical | 11S |
| 65 | Salary Expense | Line Item | Medical | 12S |
| 66 | Salary Expense | Line Item | Medical | 13S |
| 67 | Salary Expense | Line Item | Medical | 14S |
| 68 | Salary Expense | Line Item | Specialized Direct Care | 15S |
| 69 | Salary Expense | Line Item | Specialized Direct Care | 16S |
| 70 | Salary Expense | Line Item | Direct Care Management | 17S |
| 71 | Salary Expense | Line Item | Non-Specialized Direct Care | 18S |
| 72 | Salary Expense | Line Item | Non-Specialized Direct Care | 19S |
| 73 | Salary Expense | Line Item | Non-Specialized Direct Care | 20S |
| 74 | Salary Expense | Line Item | Clinical | 21S |
| 75 | Salary Expense | Line Item | Clinical | 22S |
| 76 | Salary Expense | Line Item | Clinical | 23S |
| 77 | Salary Expense | Line Item | Clinical | 24S |
| 78 | Salary Expense | Line Item | Clinical | 25S |
| 79 | Salary Expense | Line Item | Specialized Direct Care | 26S |
| 80 | Salary Expense | Line Item | Clinical | 27S |
| 81 | Salary Expense | Line Item | Non-Specialized Direct Care | 28S |
| 82 | Salary Expense | Line Item | Specialized Direct Care | 29S |
| 83 | Salary Expense | Line Item | Non-Specialized Direct Care | 30S |
| 84 | Salary Expense | Line Item | Non-Specialized Direct Care | 31S |
| 85 | Salary Expense | Line Item | Non-Specialized Direct Care | 32S |
| 86 | Salary Expense | Line Item | Non-Specialized Direct Care | 33S |
| 87 | Salary Expense | Line Item | Non-Specialized Direct Care | 34S |
| 88 | Salary Expense | Line Item | Direct Care Support | 35S |
| 89 | Salary Expense | Line Item | Direct Care Support | 36S |
| 90 | Salary Expense | Line Item | Direct Care Support | 37S |
| 91 | Salary Expense | Line Item | Other Program Expenses | 38S |
| 92 | Salary Expense | Total | | 39S |
| 93 | Expense | Total | | 1E |

| | | | | |
|-----|---------|-----------|------------------------|-----|
| 94 | Expense | Line Item | Admin. Alloc. (M & G) | 2E |
| 95 | Expense | Line Item | Admin. Alloc. (M & G) | 3E |
| 96 | Expense | Line Item | Admin. Alloc. (M & G) | 4E |
| 97 | Expense | Line Item | Admin. Alloc. (M & G) | 5E |
| 98 | Expense | Total | | 6E |
| 99 | Expense | Line Item | Other Program Expenses | 7E |
| 100 | Expense | Total | | 8E |
| 101 | Expense | Line Item | Tax and Fringe | 9E |
| 102 | Expense | Line Item | Tax and Fringe | 10E |
| 103 | Expense | Line Item | Tax and Fringe | 11E |
| 104 | Expense | Total | | 12E |
| 105 | Expense | Line Item | Occupancy | 13E |
| 106 | Expense | Line Item | Occupancy | 14E |
| 107 | Expense | Line Item | Occupancy | 15E |
| 108 | Expense | Line Item | Occupancy | 16E |
| 109 | Expense | Total | | 17E |
| 110 | Expense | Line Item | Other Program Expenses | 18E |
| 111 | Expense | Line Item | Other Program Expenses | 19E |
| 112 | Expense | Line Item | Other Program Expenses | 20E |
| 113 | Expense | Line Item | Other Program Expenses | 21E |
| 114 | Expense | Line Item | Other Program Expenses | 22E |
| 115 | Expense | Line Item | Other Program Expenses | 23E |
| 116 | Expense | Line Item | Other Program Expenses | 24E |
| 117 | Expense | Line Item | Other Program Expenses | 25E |
| 118 | Expense | Line Item | Other Program Expenses | 26E |
| 119 | Expense | Line Item | Other Program Expenses | 27E |
| 120 | Expense | Line Item | Other Program Expenses | 28E |
| 121 | Expense | Line Item | Other Program Expenses | 29E |
| 122 | Expense | Line Item | Other Program Expenses | 30E |
| 123 | Expense | Line Item | Other Program Expenses | 31E |
| 124 | Expense | Line Item | Other Program Expenses | 32E |
| 125 | Expense | Line Item | Other Program Expenses | 33E |
| 126 | Expense | Line Item | Other Program Expenses | 34E |
| 127 | Expense | Line Item | Other Program Expenses | 35E |
| 128 | Expense | Total | | 36E |
| 129 | Expense | Line Item | Admin. Alloc. (M & G) | 42E |
| 130 | Expense | Line Item | Admin. Alloc. (M & G) | 43E |
| 131 | Expense | Line Item | Admin. Alloc. (M & G) | 44E |
| 132 | Expense | Line Item | Admin. Alloc. (M & G) | 48E |
| 133 | Expense | Line Item | Admin. Alloc. (M & G) | 49E |
| 134 | Expense | Line Item | Admin. Alloc. (M & G) | 50E |
| 135 | Expense | Total | | 51E |
| 136 | Expense | Line Item | Admin. Alloc. (M & G) | 52E |
| 137 | Expense | Total | | 53E |
| 138 | Expense | Line Item | Admin. Alloc. (M & G) | 54E |
| 139 | Expense | Line Item | Admin. Alloc. (M & G) | 55E |
| 140 | Expense | Total | | 56E |

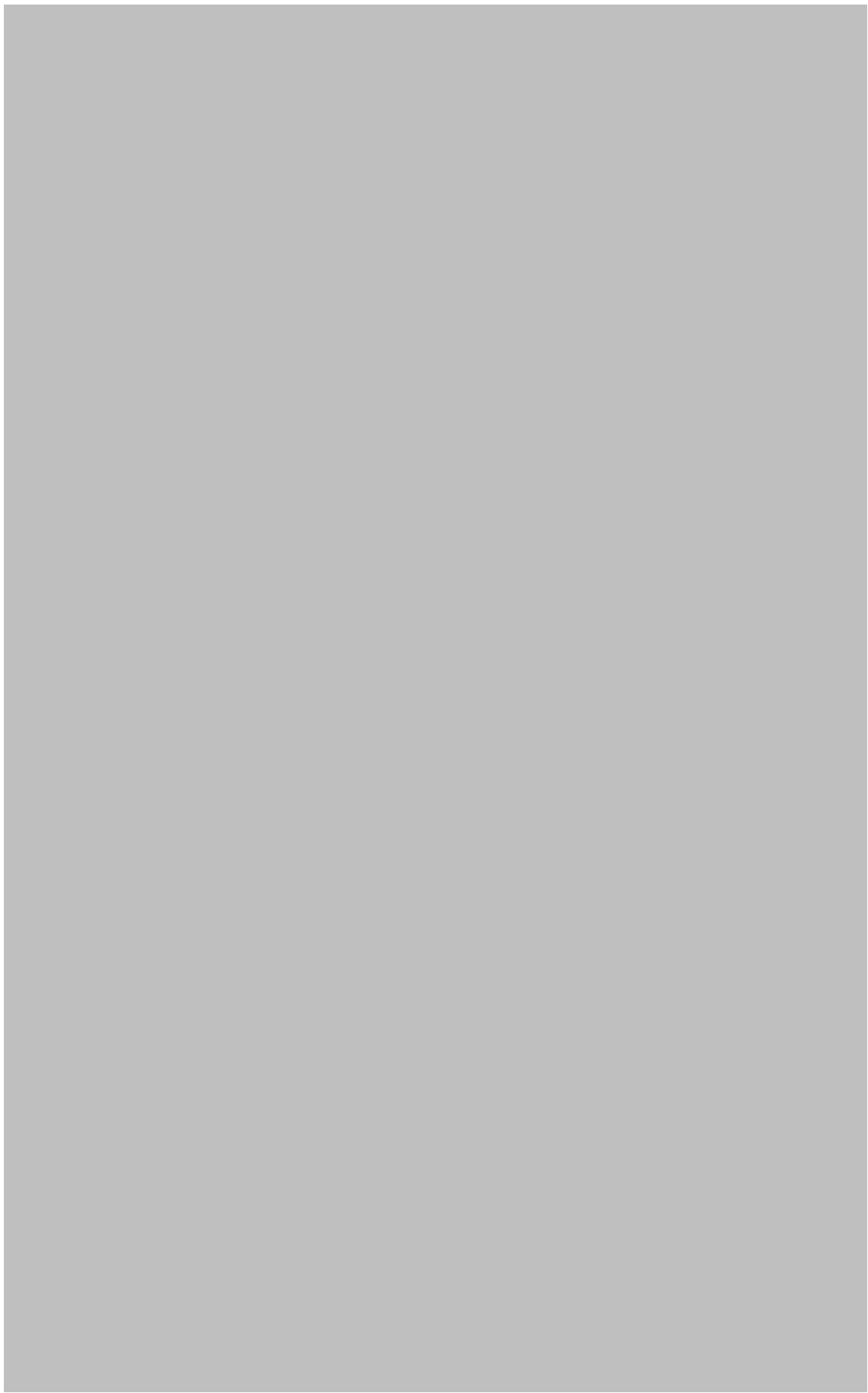
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|-----|------------------|-----------|--|-----|
| 141 | Expense | Total | | 57E |
| 142 | Expense | Line Item | | 58E |
| 143 | Non-Reimbursable | Line Item | | 1N |
| 144 | Non-Reimbursable | Line Item | | 2N |
| 145 | Non-Reimbursable | Line Item | | 3N |
| 146 | Non-Reimbursable | Line Item | | 4N |
| 147 | Non-Reimbursable | Line Item | | 5N |
| 148 | Non-Reimbursable | Line Item | | 6N |
| 149 | Non-Reimbursable | Line Item | | 7N |
| 150 | Non-Reimbursable | Total | | 8N |
| 151 | Non-Reimbursable | Total | | 9N |
| 152 | Non-Reimbursable | Line Item | | 10N |
| 153 | Non-Reimbursable | Line Item | | 11N |
| 154 | Non-Reimbursable | Line Item | | 12N |











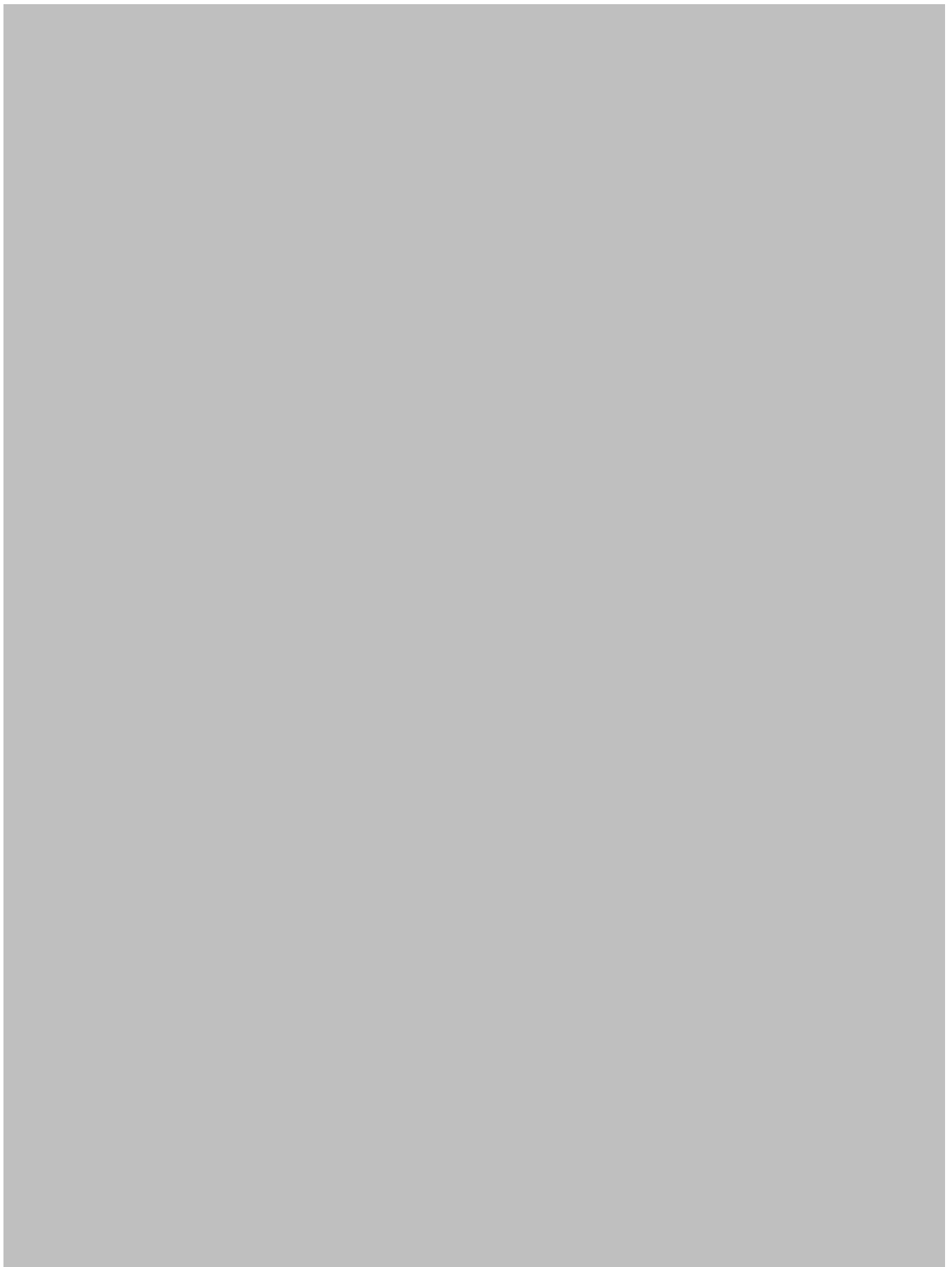


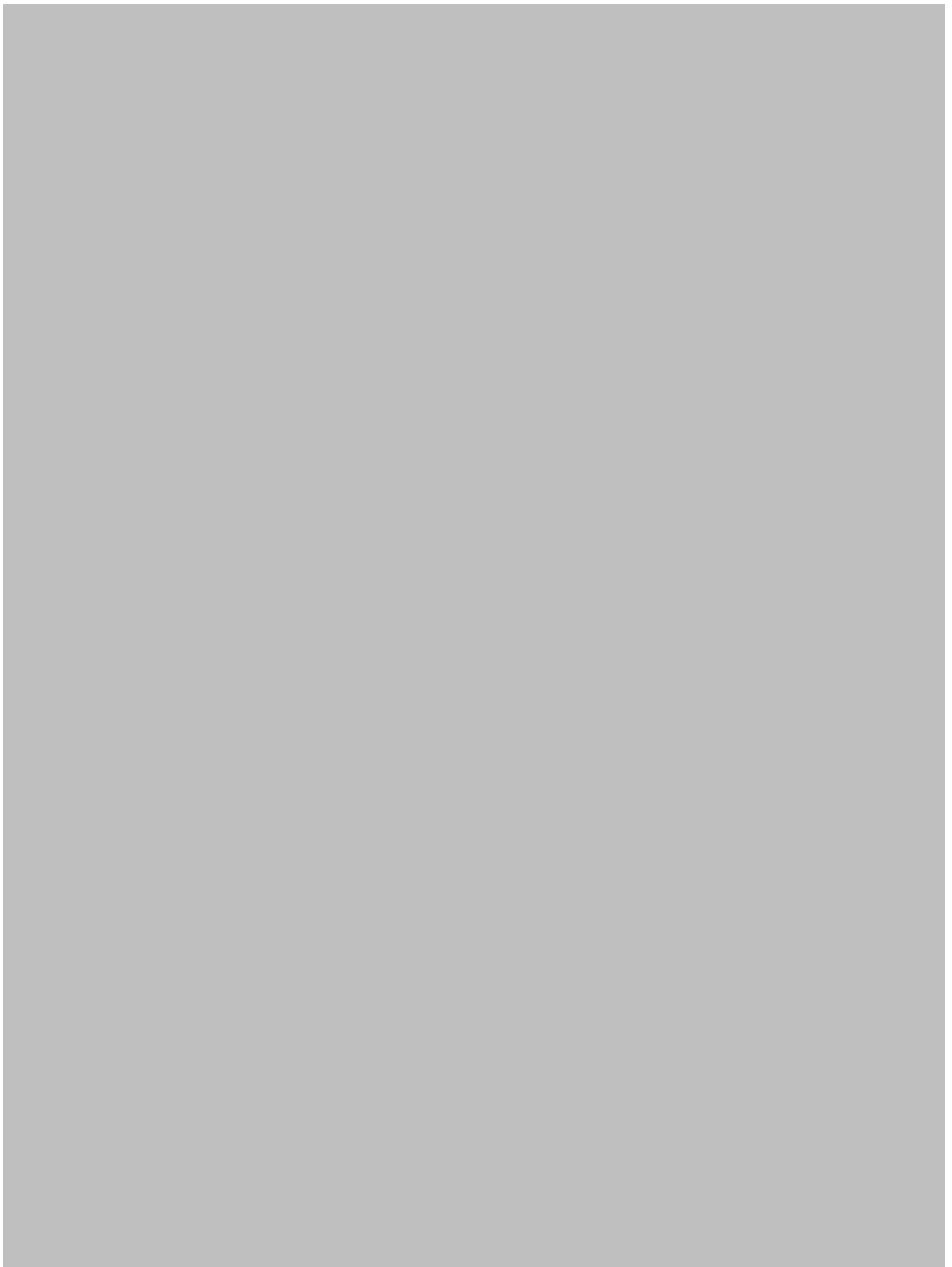
| LineDescription | FTE | Actual |
|---|-----|--------------|
| Contrib., Gifts, Leg., Bequests, Spec. Ev. | | \$ 72,117 |
| Gov. In-Kind/Capital Budget | | \$ - |
| Private IN-Kind | | \$ 4,103 |
| Total Contribution and In-Kind | | \$ 76,220 |
| Mass Gov. Grant | | \$ - |
| Other Grant (exclud. Fed.Direct) | | \$ 165,428 |
| Total Grants | | \$ 165,428 |
| Dept. of Mental Health (DMH) | | \$ - |
| Dept.of Developmental Services(DDS/DMR) | | \$ - |
| Dept. of Public Health (DPH) | | \$ - |
| Dept.of Children and Families (DCF/DSS) | | \$ 115,330 |
| Dept. of Transitional Assist (DTA/WEL) | | \$ 2,561,236 |
| Dept. of Youth Services (DYS) | | \$ - |
| Health Care Fin & Policy (HCF)-Contract | | \$ - |
| Health Care Fin & Policy (HCF)-UCP | | \$ - |
| MA. Comm. For the Blind (MCB) | | \$ - |
| MA. Comm. for Deaf & H H (MCD) | | \$ - |
| MA. Rehabilitation Commission (MRC) | | \$ - |
| MA. Off. for Refugees & Immigr.(ORI) | | \$ - |
| Dept.of Early Educ. & Care (EEC)-Contract | | \$ 585,217 |
| Dept.of Early Educ. & Care (EEC)-Voucher | | \$ - |
| Dept of Correction (DOC) | | \$ - |
| Dept. of Elementary & Secondary Educ. (DOE) | | \$ - |
| Parole Board (PAR) | | \$ - |
| Veteran's Services (VET) | | \$ - |
| Ex. Off. of Elder Affairs (ELD) | | \$ - |
| Div.of Housing & Community Develop(OCD) | | \$ 69,530 |
| POS Subcontract | | \$ 20,574 |
| Other Mass. State Agency POS | | \$ 19,089 |
| Mass State Agency Non - POS | | \$ 168,125 |
| Mass. Local Govt/Quasi-Govt. Entities | | \$ 20,000 |
| Non-Mass. State/Local Government | | \$ - |
| Direct Federal Grants/Contracts | | \$ - |
| Medicaid - Direct Payments | | \$ - |
| Medicaid - MBHP Subcontract | | \$ - |
| Medicare | | \$ - |
| Mass. Govt. Client Stipends | | \$ - |
| Client Resources | | \$ 2,452 |
| Mass. spon.client SF/3rd Pty offsets | | \$ - |
| Other Publicly sponsored client offsets | | \$ - |
| Private Client Fees (excluding 3rd Pty) | | \$ 995 |
| Private Client 3rd Pty/other offsets | | \$ - |
| Total Assistance and Fees | | \$ 3,562,548 |
| Federated Fundraising | | \$ 145,555 |
| Commercial Activities | | \$ - |
| Non-Charitable Revenue | | \$ - |

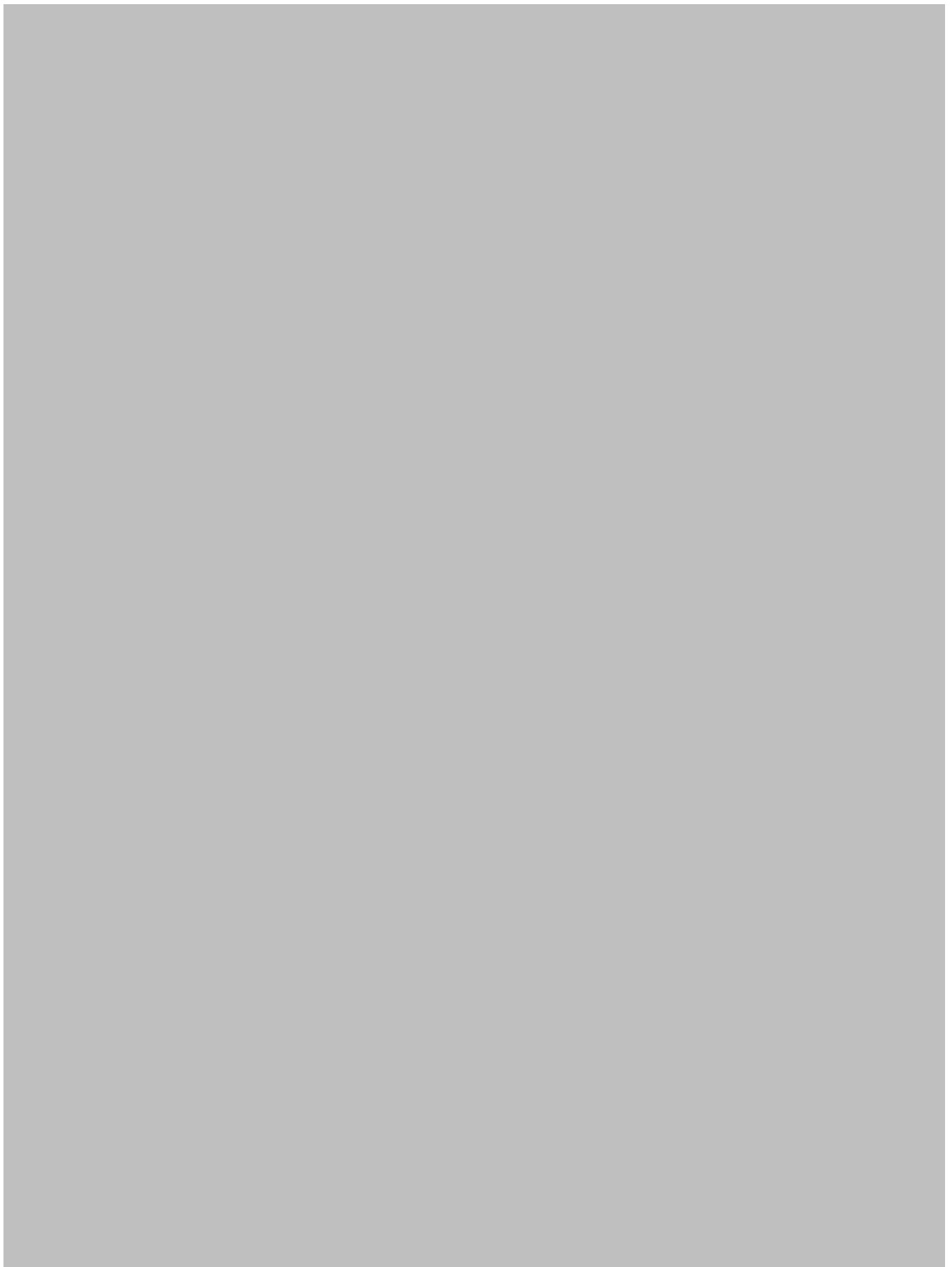
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|---|-------|--------------|
| Investment Revenue | | \$ - |
| Other Revenue | | \$ 1,034 |
| Allocated Admin (M&G) Revenue | | \$ 65,600 |
| Released Net Assets-Program | | \$ 51,000 |
| Released Net Assets-Equipment | | \$ - |
| Released Net Assets-Time | | \$ - |
| Total Revenue = 57E | | \$ 4,067,385 |
| Program Director (UFR Title 102) | 6.37 | \$ 320,292 |
| Program Function Manager (UFR Title 101) | 1.58 | \$ 87,949 |
| Asst. Program Director (UFR Title 103) | 2.69 | \$ 107,814 |
| Supervising Professional (UFR Title 104) | 0.34 | \$ 16,756 |
| Physician & Psychiatrist (UFR Title 105 & 121) | 0 | \$ - |
| Physician Asst. (UFR Title 106) | 0 | \$ - |
| N. Midwife, N.P., Psych N.,N.A., R.N.- MA (Title 107) | 0 | \$ - |
| R.N. - Non Masters (UFR Title 108) | 0 | \$ - |
| L.P.N. (UFR Title 109) | 0 | \$ - |
| Pharmacist (UFR Title 110) | 0 | \$ - |
| Occupational Therapist (UFR Title 111) | 0 | \$ - |
| Physical Therapist (UFR Title 112) | 0 | \$ - |
| Speech / Lang. Pathol., Audiologist (UFR Title 113) | 0 | \$ - |
| Dietician / Nutritionist (UFR Title 114) | 0 | \$ - |
| Spec. Education Teacher (UFR Title 115) | 0 | \$ - |
| Teacher (UFR Title 116) | 16.04 | \$ 596,362 |
| Day Care Director (UFR Title 117) | 0 | \$ - |
| Day Care Lead Teacher (UFR Title 118) | 0 | \$ - |
| Day Care Teacher (UFR Title 119) | 0 | \$ - |
| Day Care Asst. Teacher / Aide (UFR Title 120) | 0 | \$ - |
| Psychologist - Doctorate (UFR Title 122) | 0 | \$ - |
| Clinician-(formerly Psych.Masters)(UFR Title 123) | 0 | \$ - |
| Social Worker - L.I.C.S.W. (UFR Title 124) | 0.13 | \$ 4,371 |
| Social Worker - L.C.S.W., L.S.W (UFR Title 125 & 126) | 1.96 | \$ 63,700 |
| Licensed Counselor (UFR Title 127) | 0 | \$ - |
| Cert. Voc. Rehab. Counselor (UFR Title 128) | 0 | \$ - |
| Cert. Alch. &/or Drug Abuse Counselor (UFR Title 129) | 0 | \$ - |
| Counselor (UFR Title 130) | 2.21 | \$ 66,075 |
| Case Worker / Manager - Masters (UFR Title 131) | 0.01 | \$ 245 |
| Case Worker / Manager (UFR Title 132) | 3.94 | \$ 159,868 |
| Direct Care / Prog. Staff Superv. (UFR Title 133) | 1.46 | \$ 57,543 |
| Direct Care / Prog. Staff III (UFR Title 134) | 2.25 | \$ 93,200 |
| Direct Care / Prog. Staff II (UFR Title 135) | 12.59 | \$ 422,720 |
| Direct Care / Prog. Staff I (UFR Title 136) | 0.13 | \$ 3,807 |
| Prog. Secretarial / Clerical Staff (UFR Title 137) | 2.07 | \$ 58,788 |
| Maintainence, House/Groundskeeping, Cook 138 | 0.48 | \$ 7,144 |
| Direct Care / Driver Staff (UFR Title 138) | 1.19 | \$ 24,992 |
| Direct Care Overtime, Shift Differential and Relief | | \$ 2,178 |
| Total Direct Program Staff = 1E | | \$ 2,093,804 |
| Total Direct Program Staff = 39S | | \$ 2,093,804 |

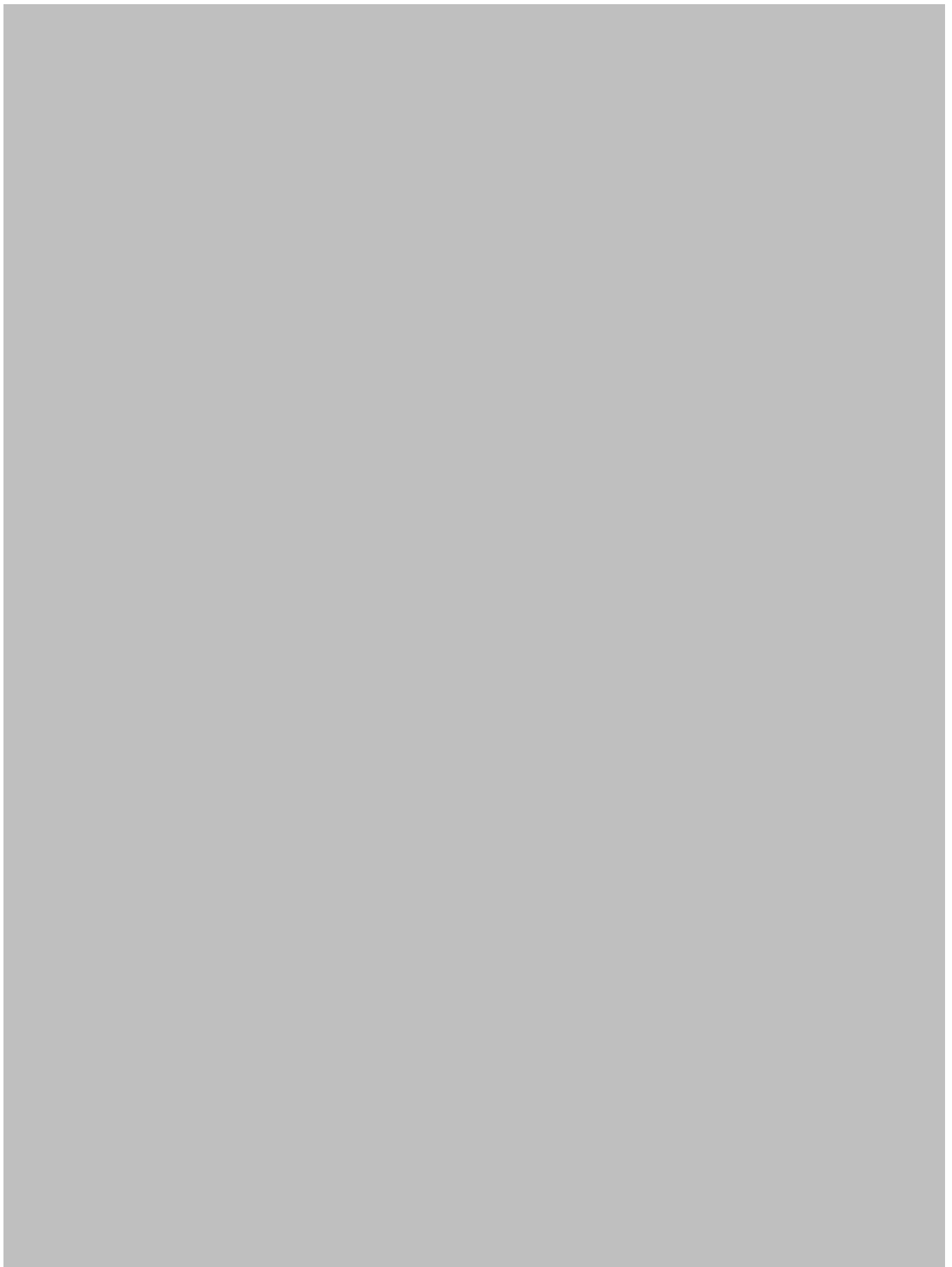
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|--|--------------|
| Chief Executive Officer | \$ 20,825 |
| Chief Financial Officer | \$ 791 |
| Accting/Clerical Support | \$ 6,768 |
| Admin Maint/House-Grndskeeping | \$ 6,170 |
| Total Admin Employee | \$ 34,554 |
| Commerical products & Svs/Mkting | \$ - |
| Total FTE/Salary/Wages | \$ 2,128,358 |
| Payroll Taxes 150 | \$ 207,066 |
| Fringe Benefits 151 | \$ 231,749 |
| Accrual Adjustments | \$ (383) |
| Total Employee Compensation & Rel. Exp. | \$ 2,566,790 |
| Facility and Prog. Equip.Expenses 301,390 | \$ 224,691 |
| Facility & Prog. Equip. Depreciation 301 | \$ 69,499 |
| Facility Operation/Maint./Furn.390 | \$ 233,896 |
| Facility General Liability Insurance 390 | \$ 31,593 |
| Total Occupancy | \$ 559,679 |
| Direct Care Consultant 201 | \$ 48,133 |
| Temporary Help 202 | \$ 1,230 |
| Clients and Caregivers Reimb./Stipends 203 | \$ 10,667 |
| Subcontracted Direct Care 206 | \$ 24,534 |
| Staff Training 204 | \$ 6,991 |
| Staff Mileage / Travel 205 | \$ 17,206 |
| Meals 207 | \$ 1,957 |
| Client Transportation 208 | \$ 18,934 |
| Vehicle Expenses 208 | \$ 24,701 |
| Vehicle Depreciation 208 | \$ - |
| Incidental Medical /Medicine/Pharmacy 209 | \$ - |
| Client Personal Allowances 211 | \$ 12,152 |
| Provision Material Goods/Svs./Benefits 212 | \$ 2,467 |
| Direct Client Wages 214 | \$ - |
| Other Commercial Prod. & Svs. 214 | \$ - |
| Program Supplies & Materials 215 | \$ 57,266 |
| Non Charitable Expenses | \$ - |
| Other Expense | \$ 114,365 |
| Total Other Program Expense | \$ 340,603 |
| Other Professional Fees & Other Admin. Exp. 410 | \$ 12,634 |
| Leased Office/Program Office Equip.410,390 | \$ 22,968 |
| Office Equipment Depreciation 410 | \$ 5,559 |
| Program Support 216 | \$ 41,437 |
| Professional Insurance 410 | \$ 1,063 |
| Working Capital Interest 410 | \$ - |
| Total Direct Administrative Expense | \$ 83,661 |
| Admin (M&G) Reporting Center Allocation | \$ 590,635 |
| Total Reimbursable Expense | \$ 4,141,368 |
| Direct State/Federal Non-Reimbursable Expense | \$ 5,560 |
| Allocation of State/Fed Non-Reimbursable Expense | \$ 1,736 |
| TOTAL EXPENSE | \$ 4,148,664 |

| | |
|---|--------------|
| TOTAL REVENUE = 53R | \$ 4,067,385 |
| OPERATING RESULTS | \$ (81,279) |
| Direct Employee Compensation & Related Exp. | \$ - |
| Direct Occupancy | \$ - |
| Direct Other Program/Operating | \$ 5,560 |
| Direct Subcontract Expense | \$ - |
| Direct Administrative Expense | \$ - |
| Direct Other Expense | \$ - |
| Direct Depreciation | \$ - |
| Total Direct Non-Reimbursable (Tie to 54E) | \$ 5,560 |
| Total Direct and Allocated Non-Reimb. (54E+55E) | \$ 7,296 |
| Eligible Non-Reimbursable Exp. Revenue Offsets | \$ 504,837 |
| Capital Budget Revenue Adjustment | \$ - |
| Excess of Non-Reimbursable Expense Over Offsets | \$ (497,541) |

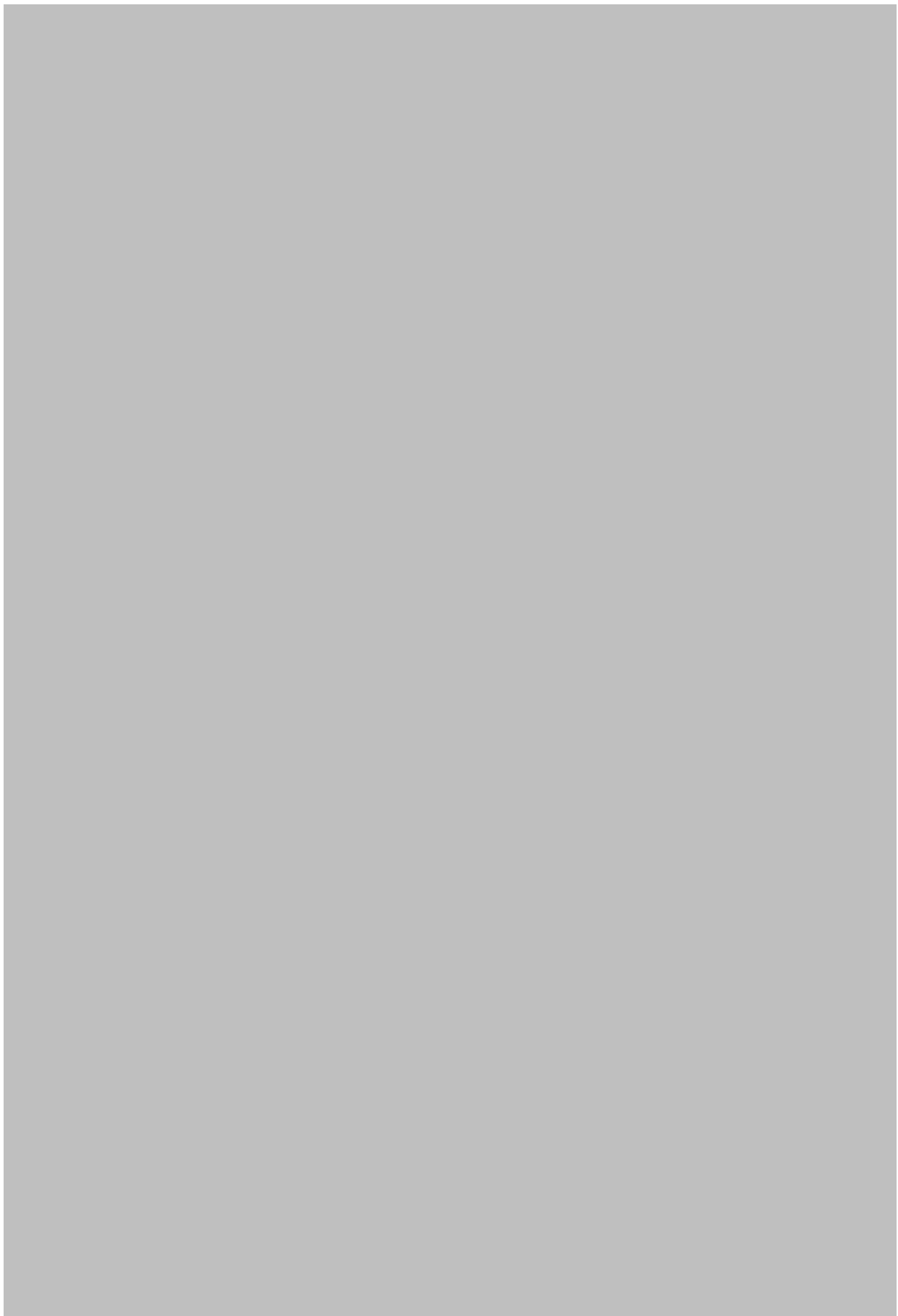


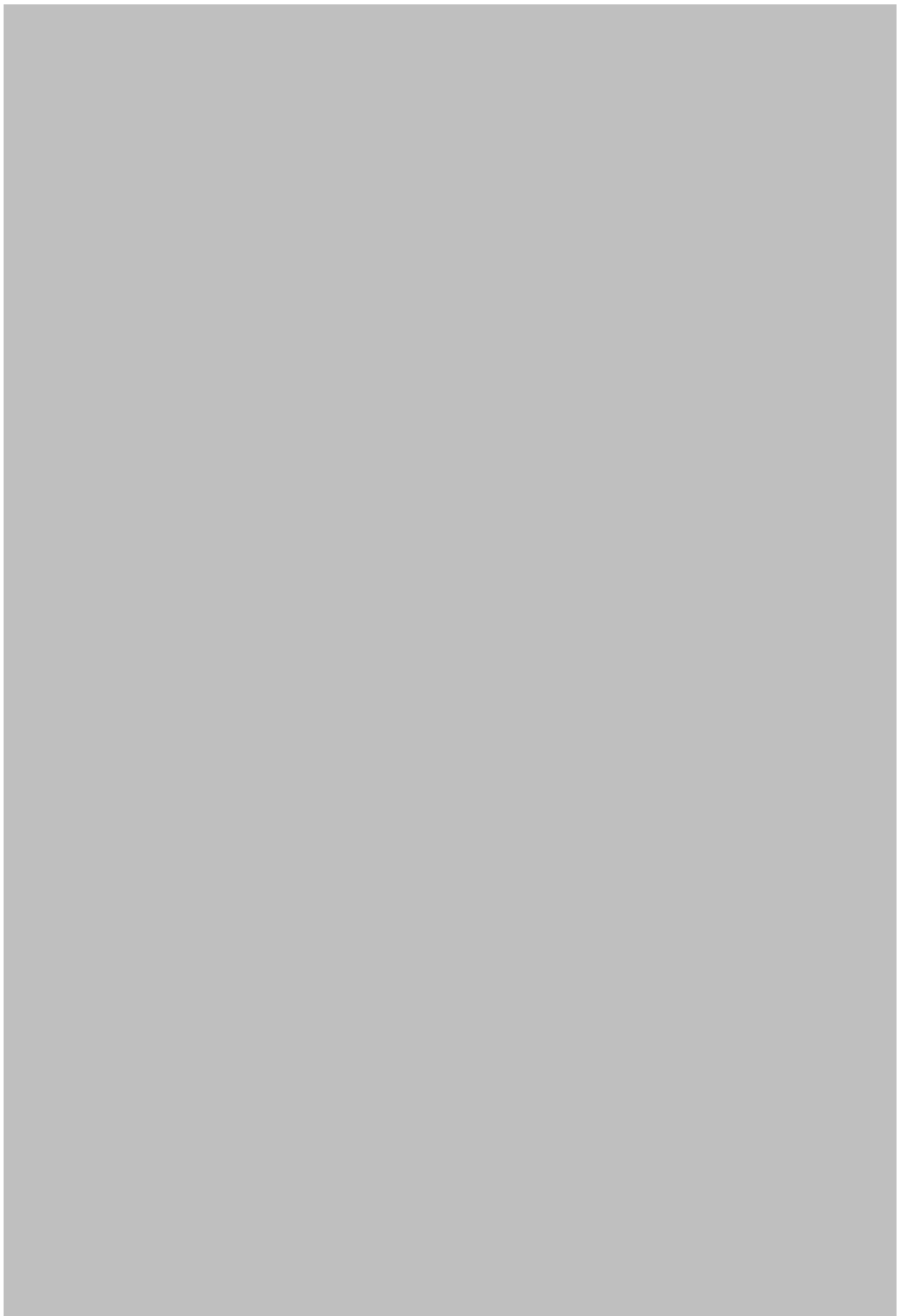


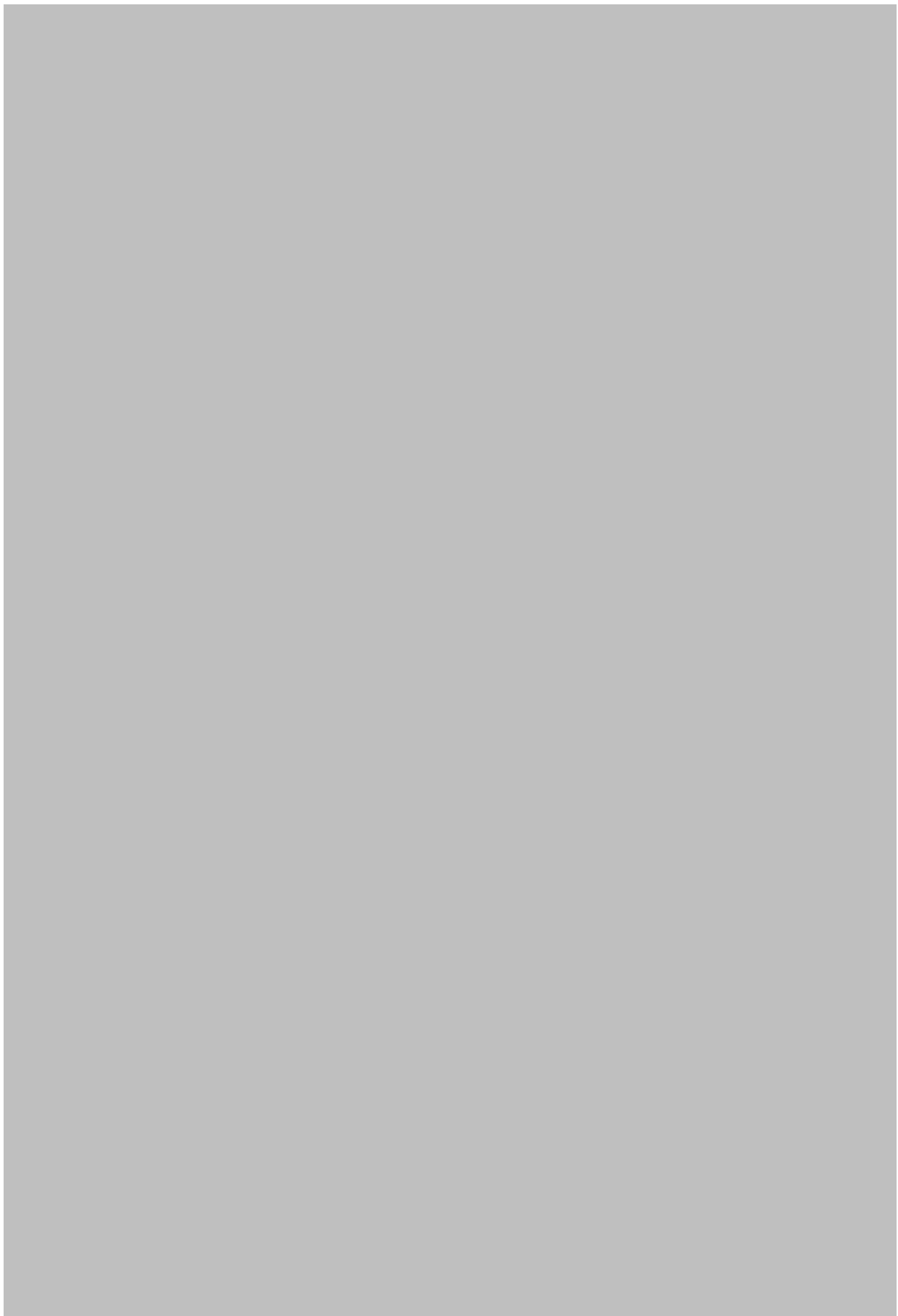


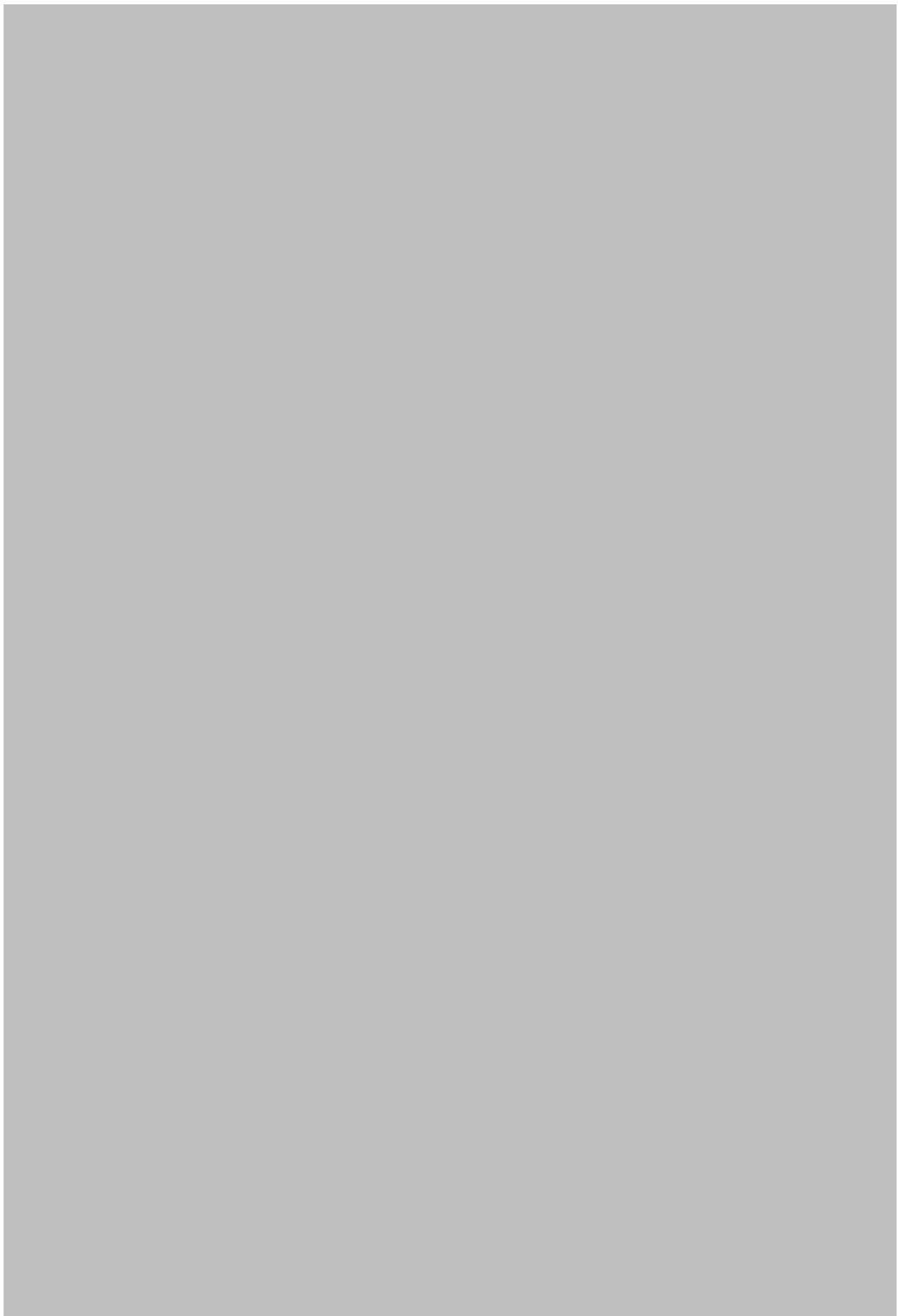


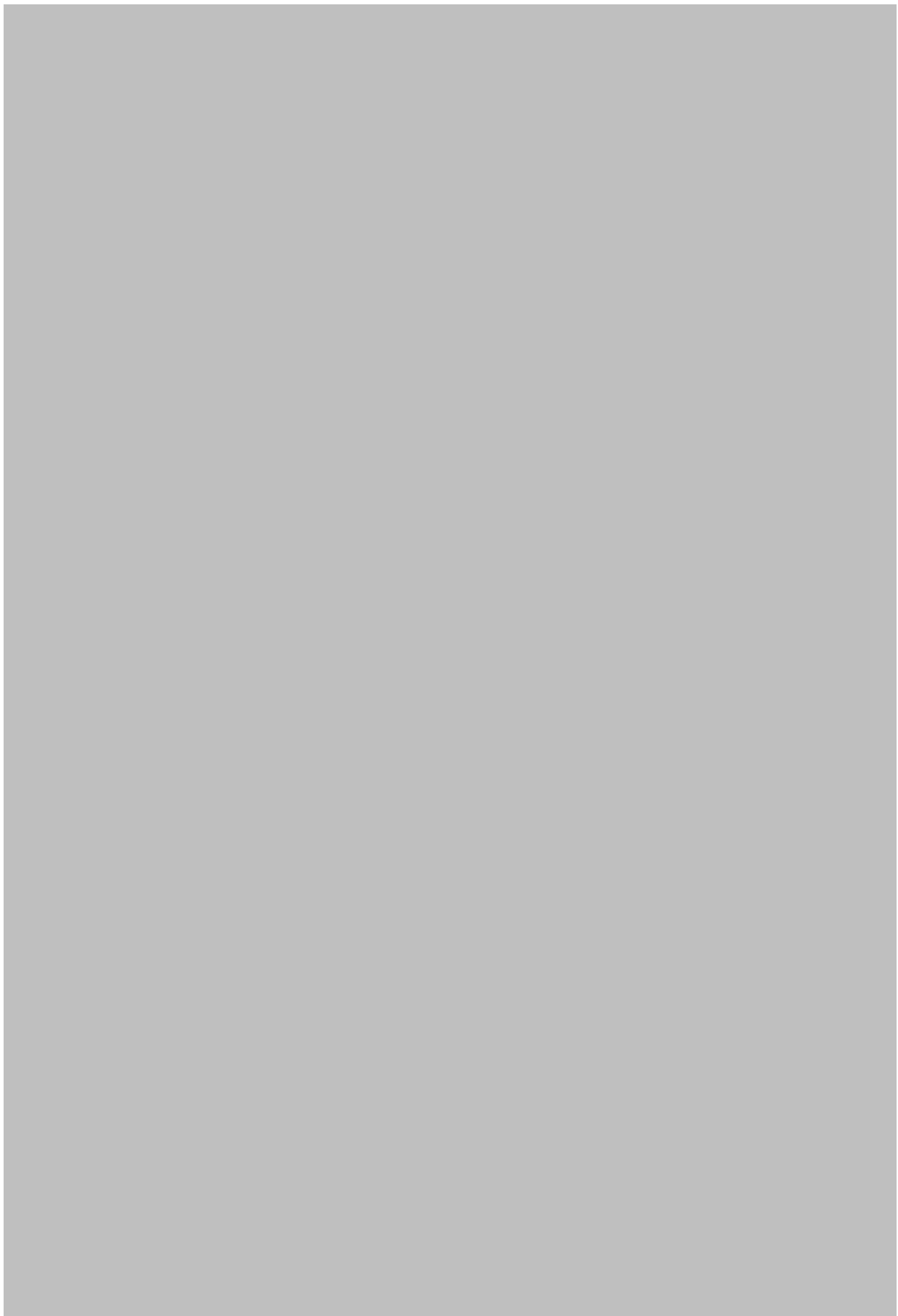


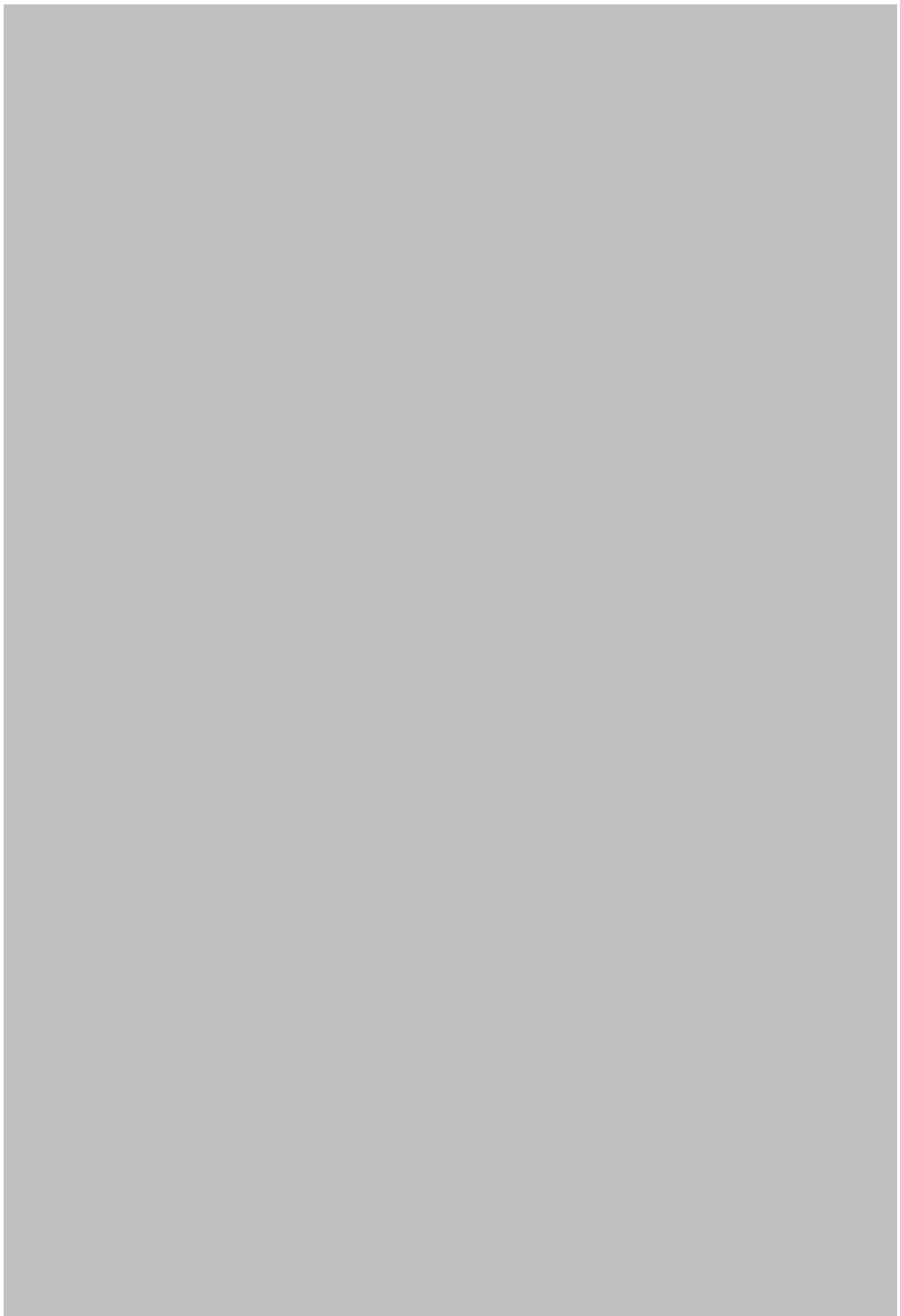


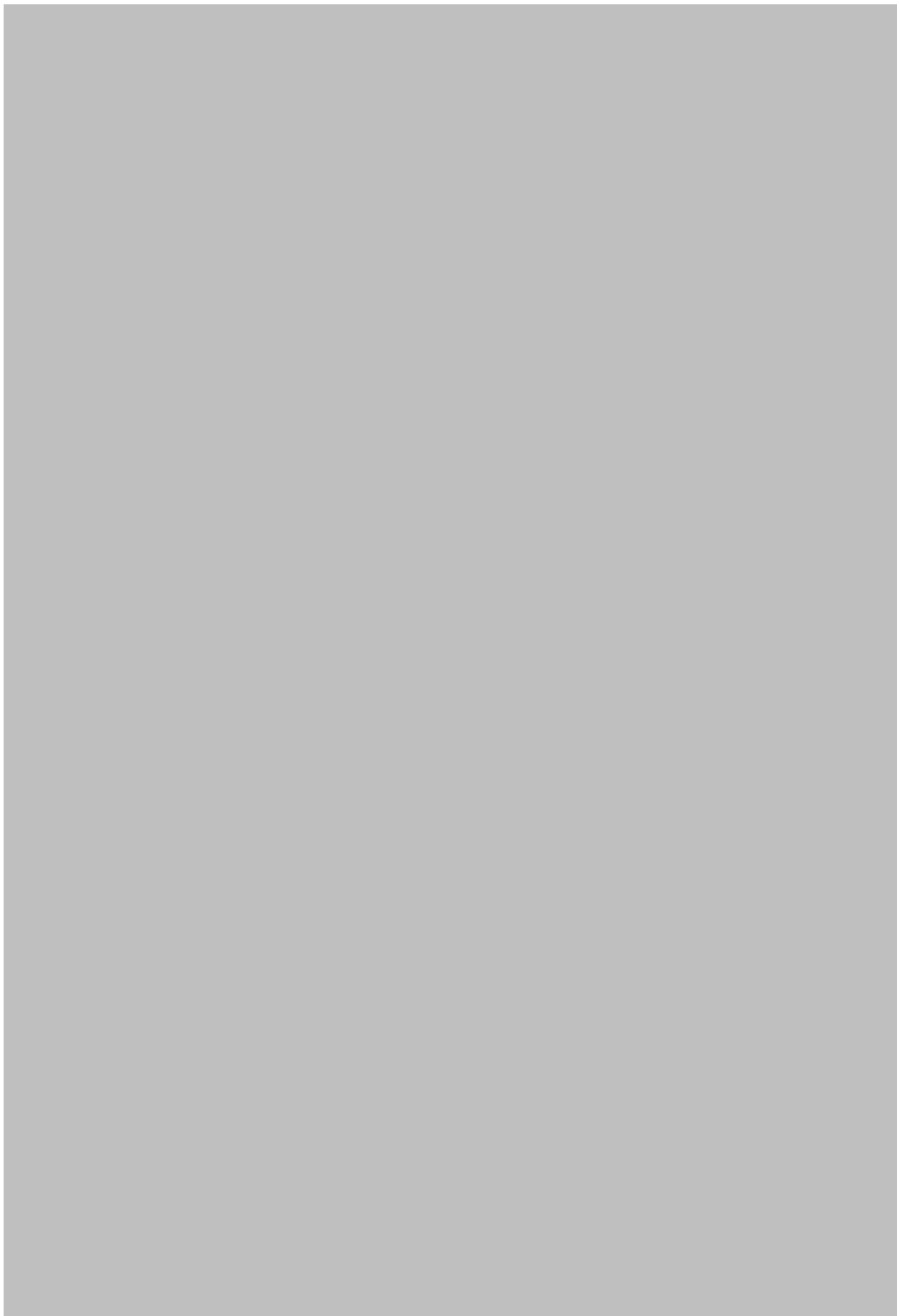


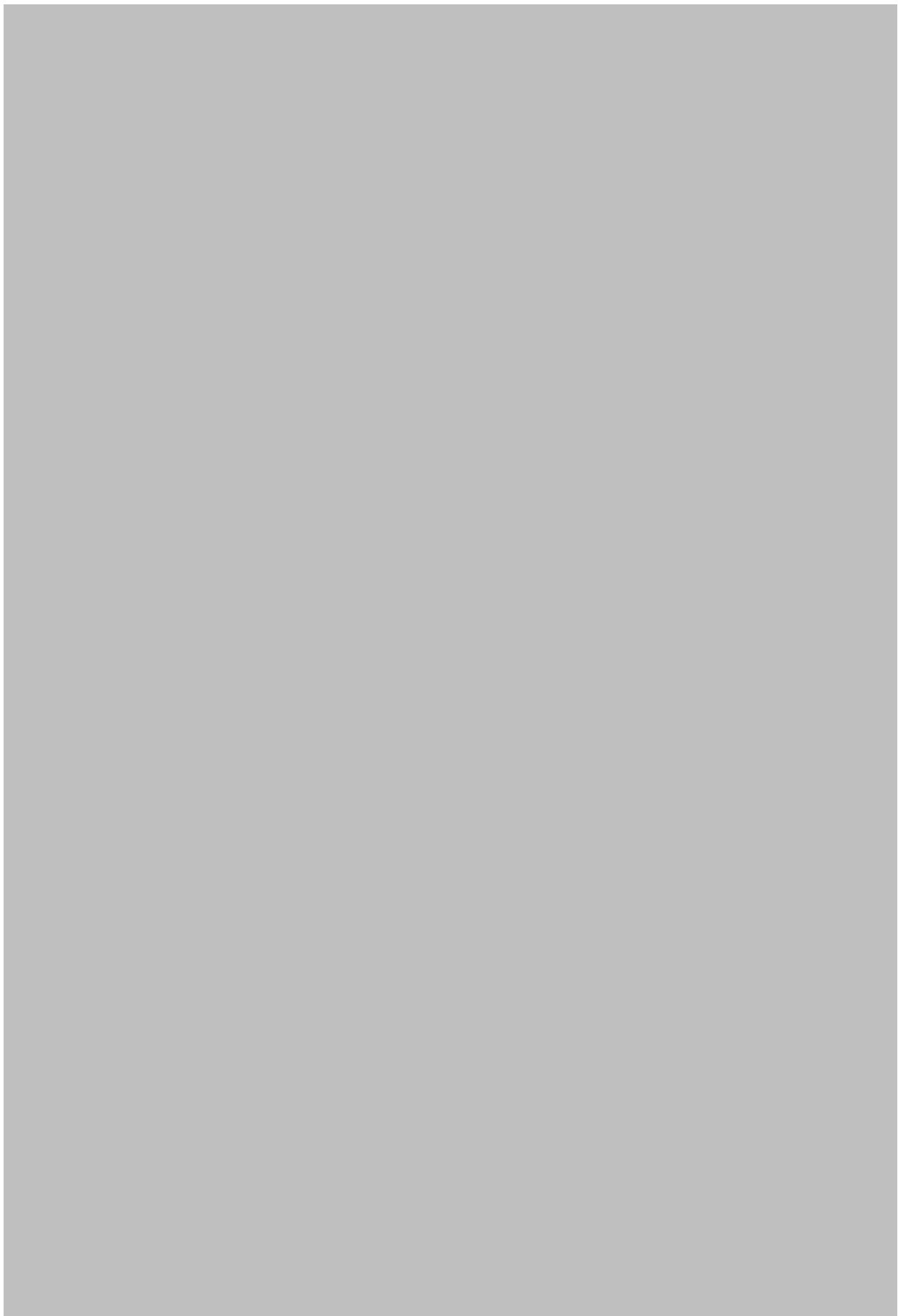




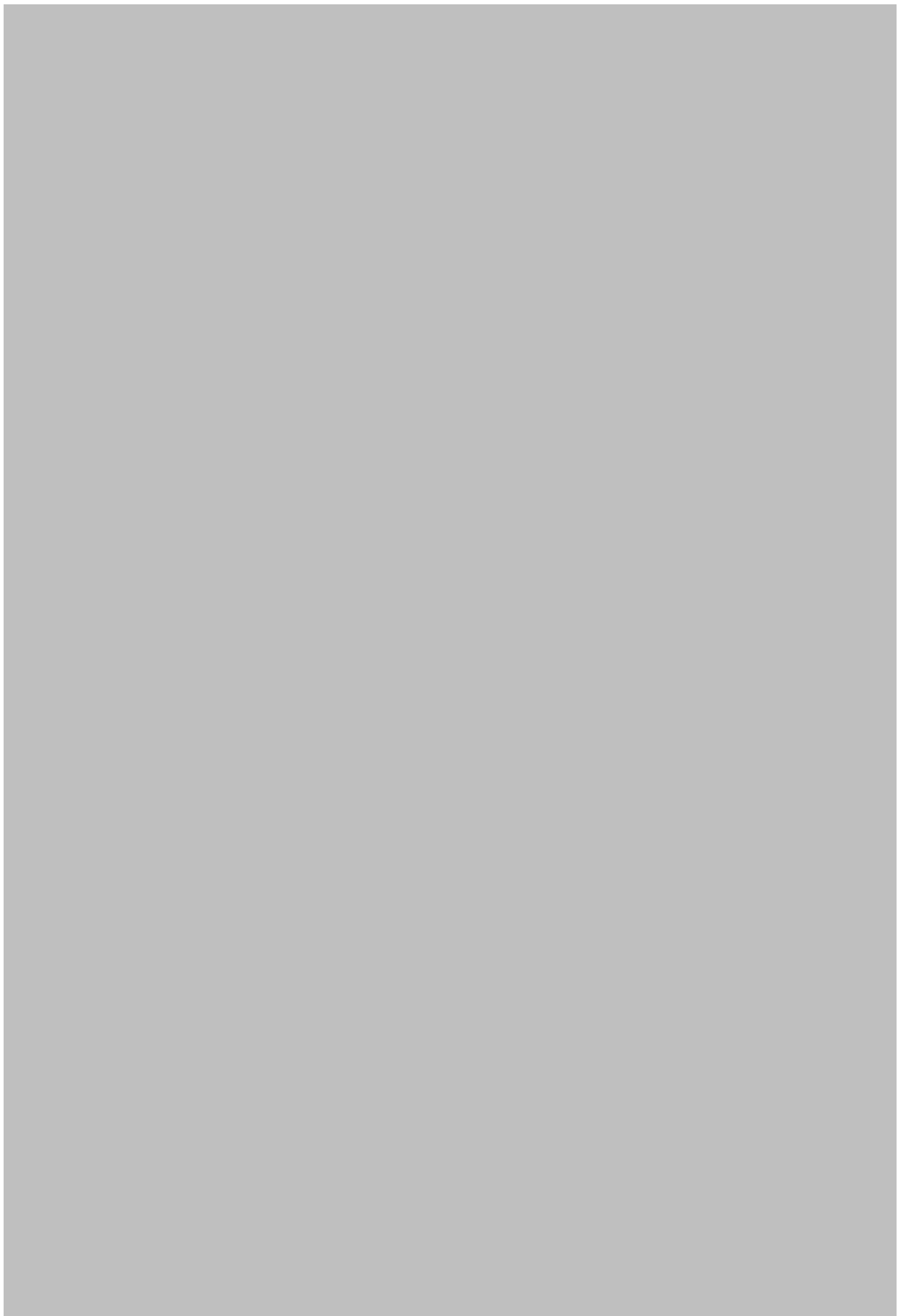


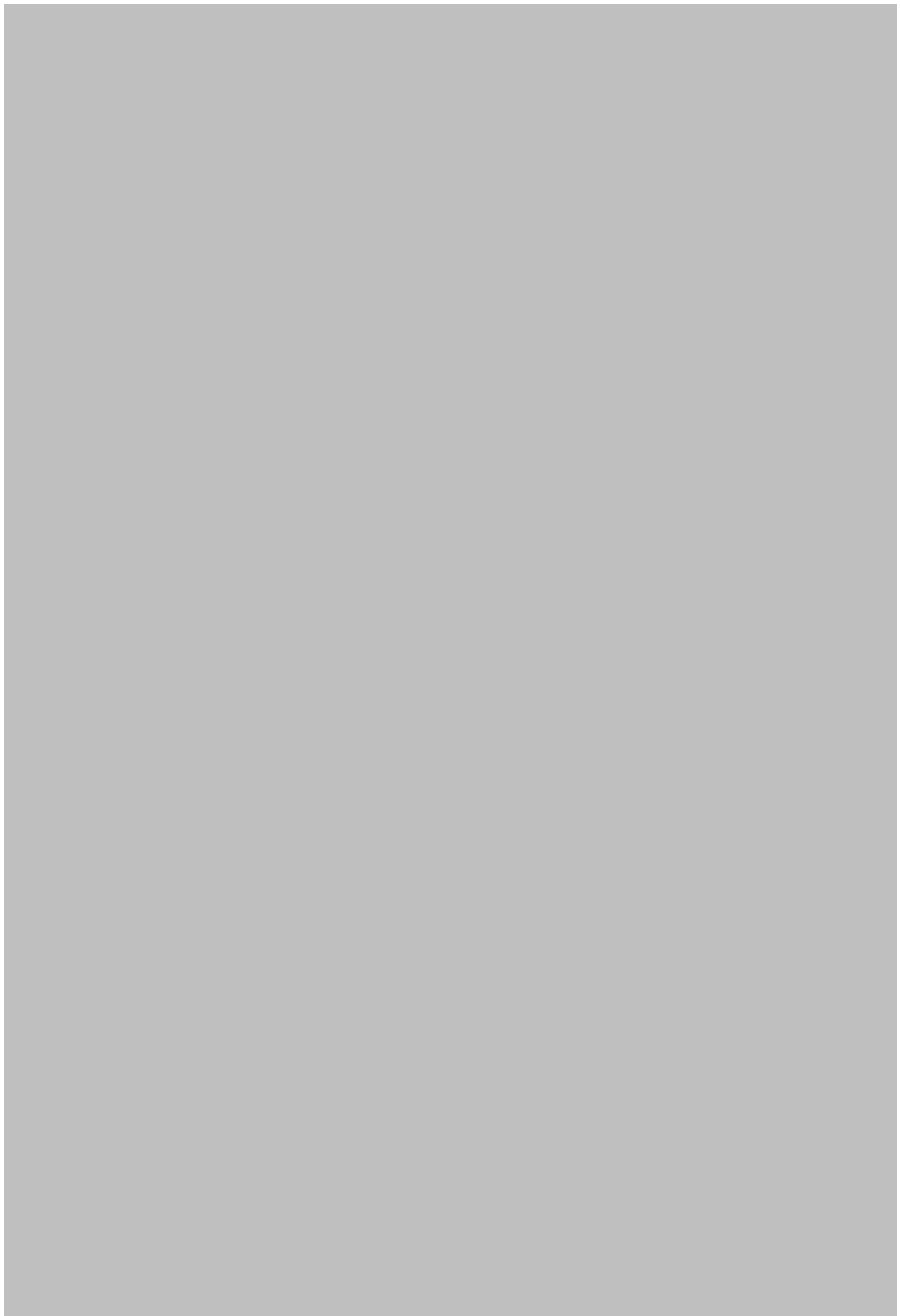


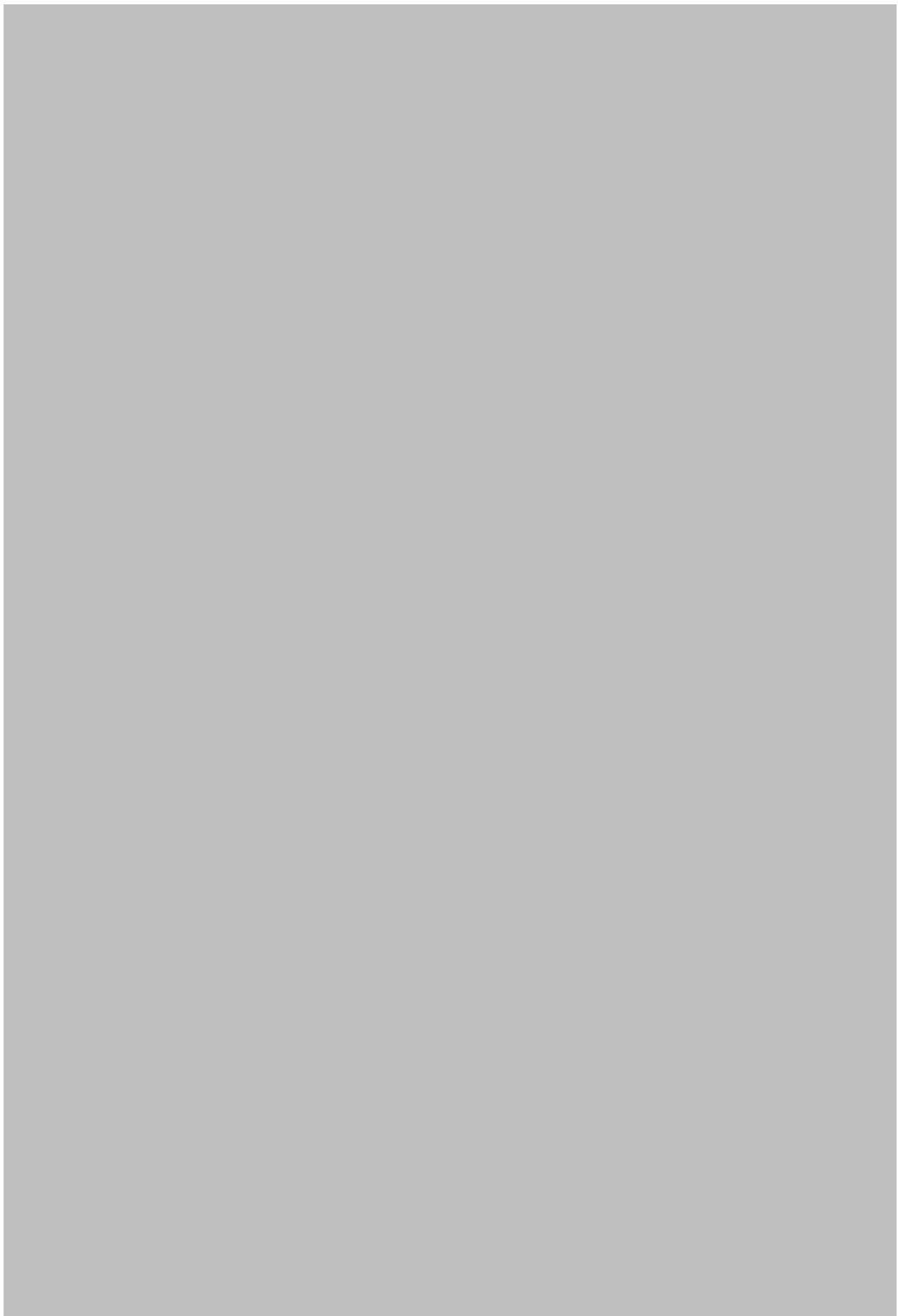


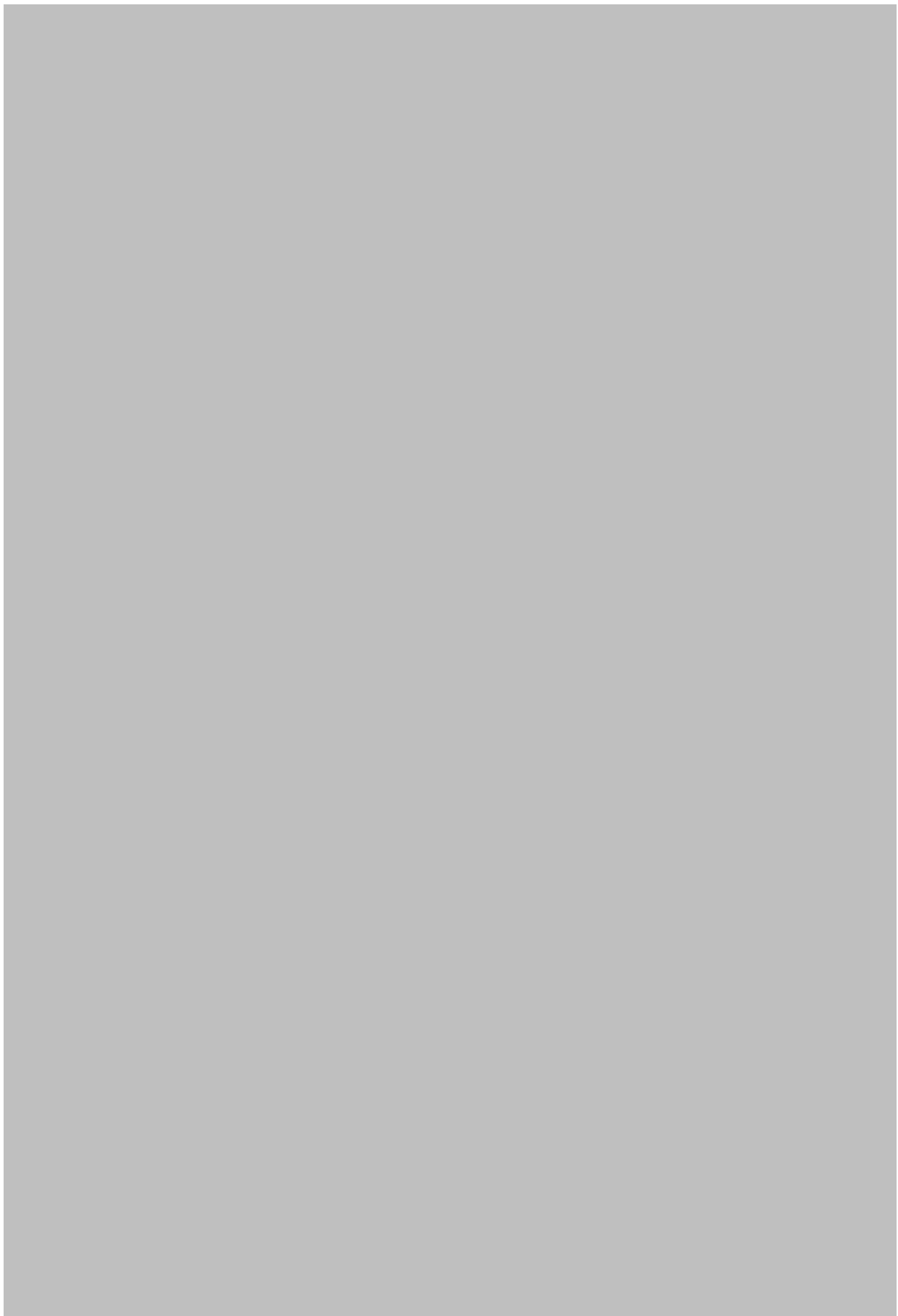


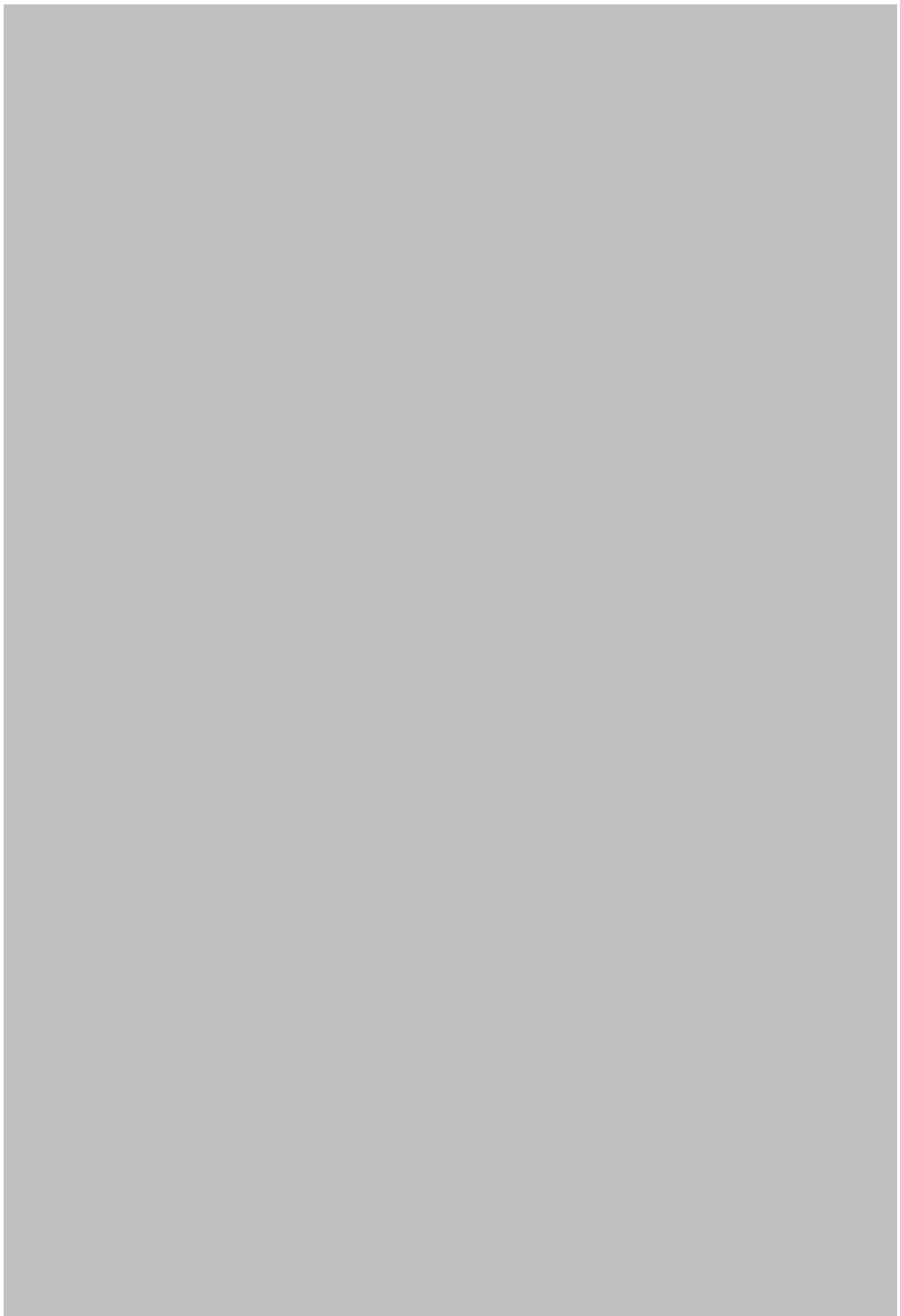


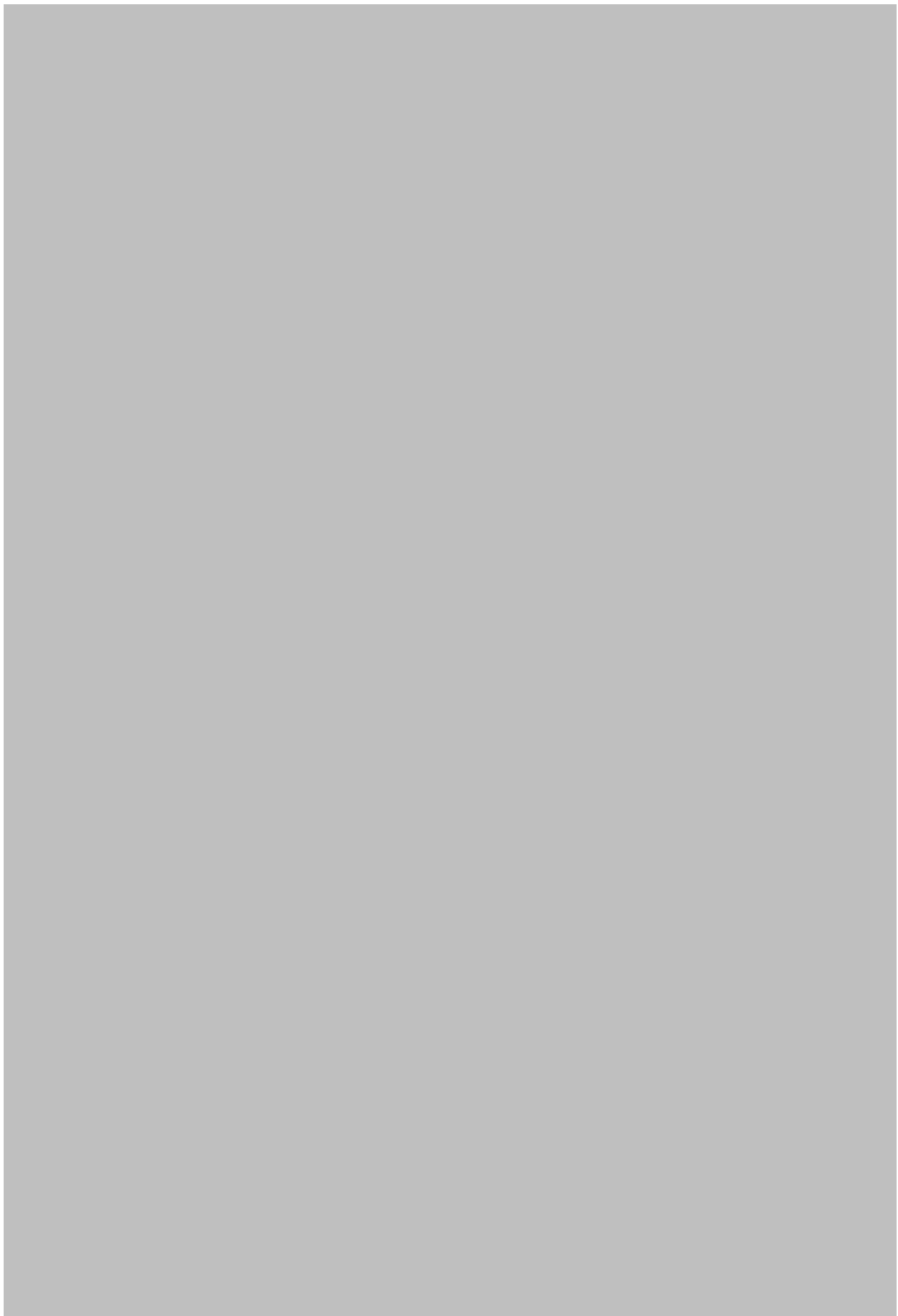


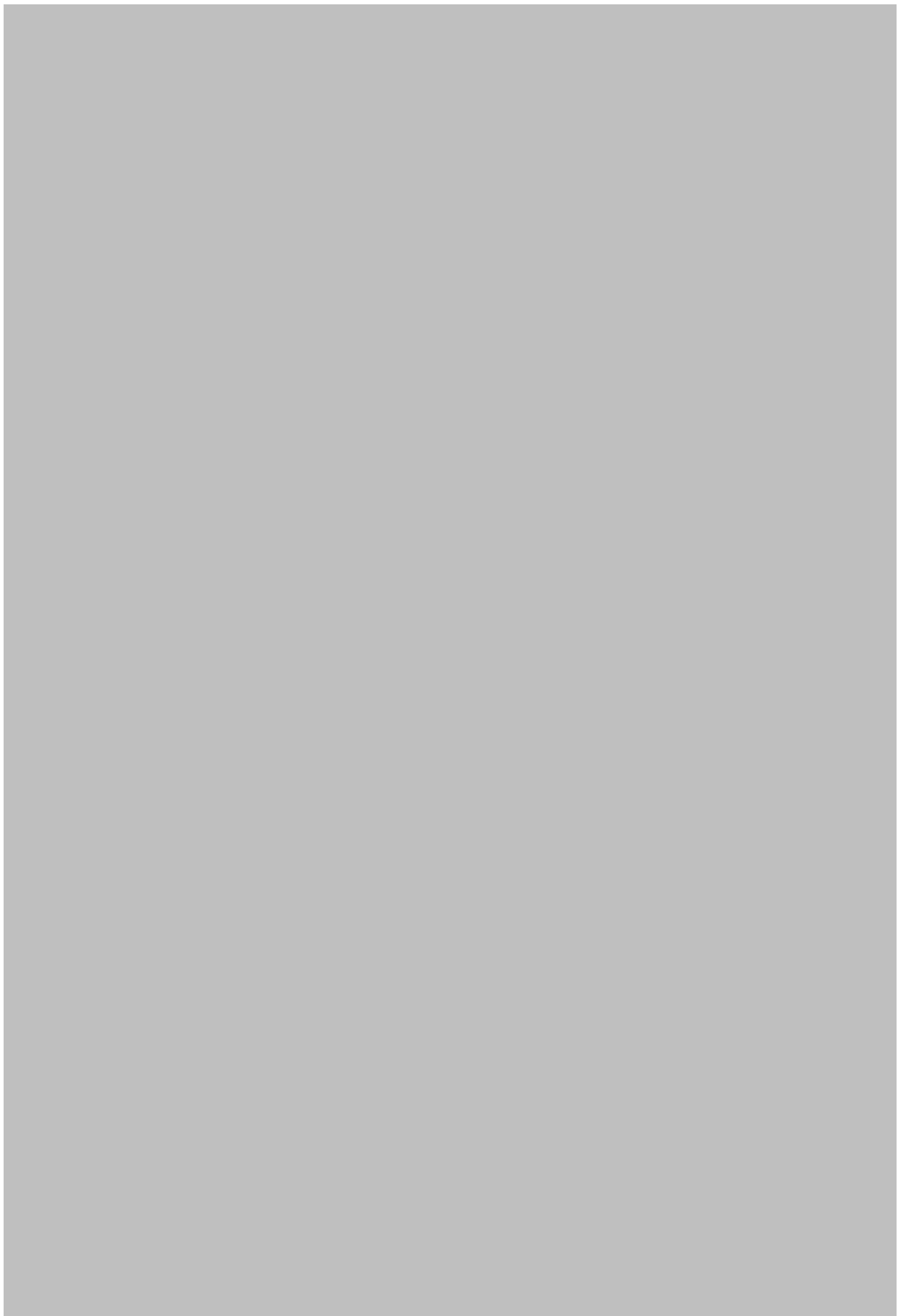


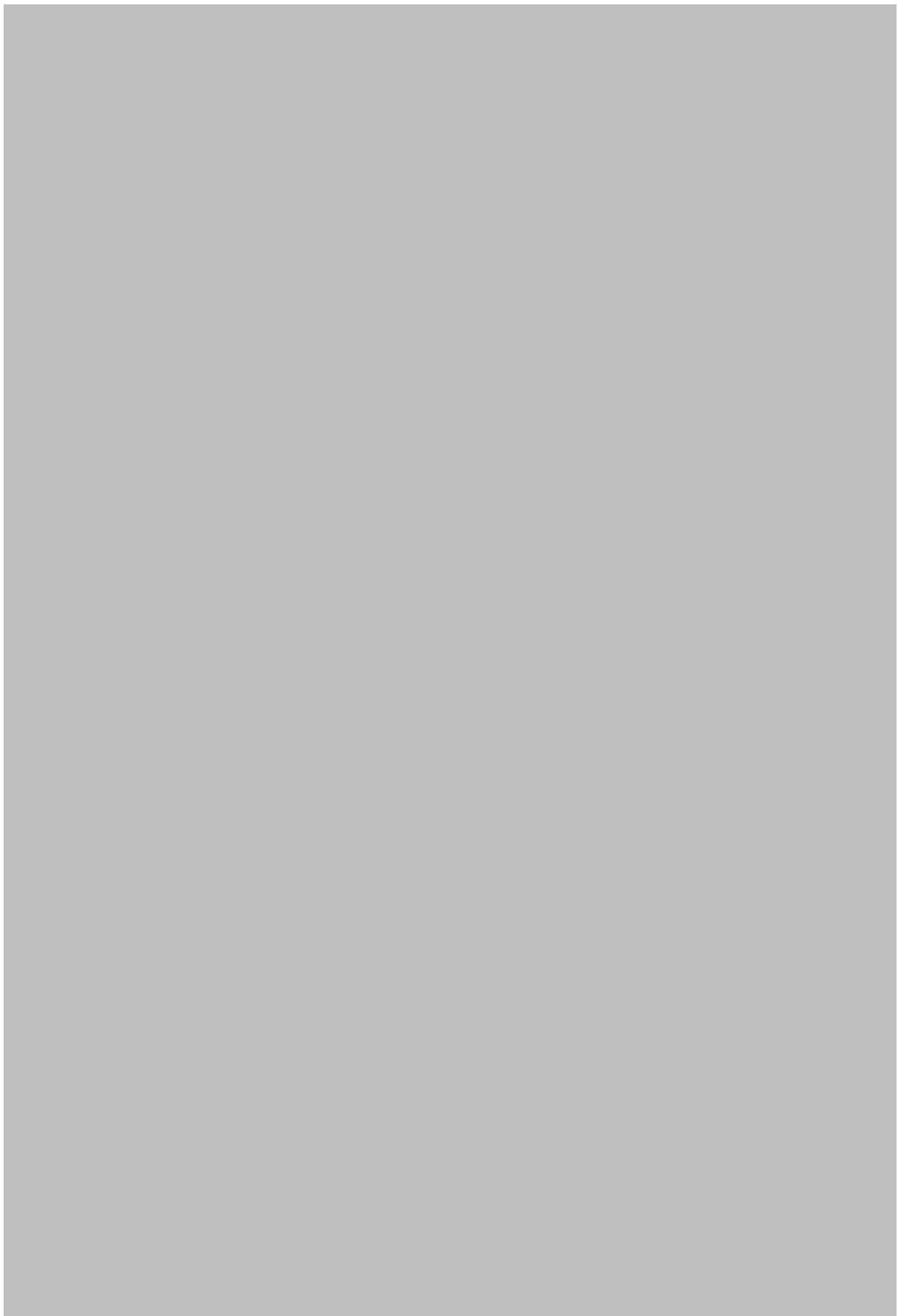




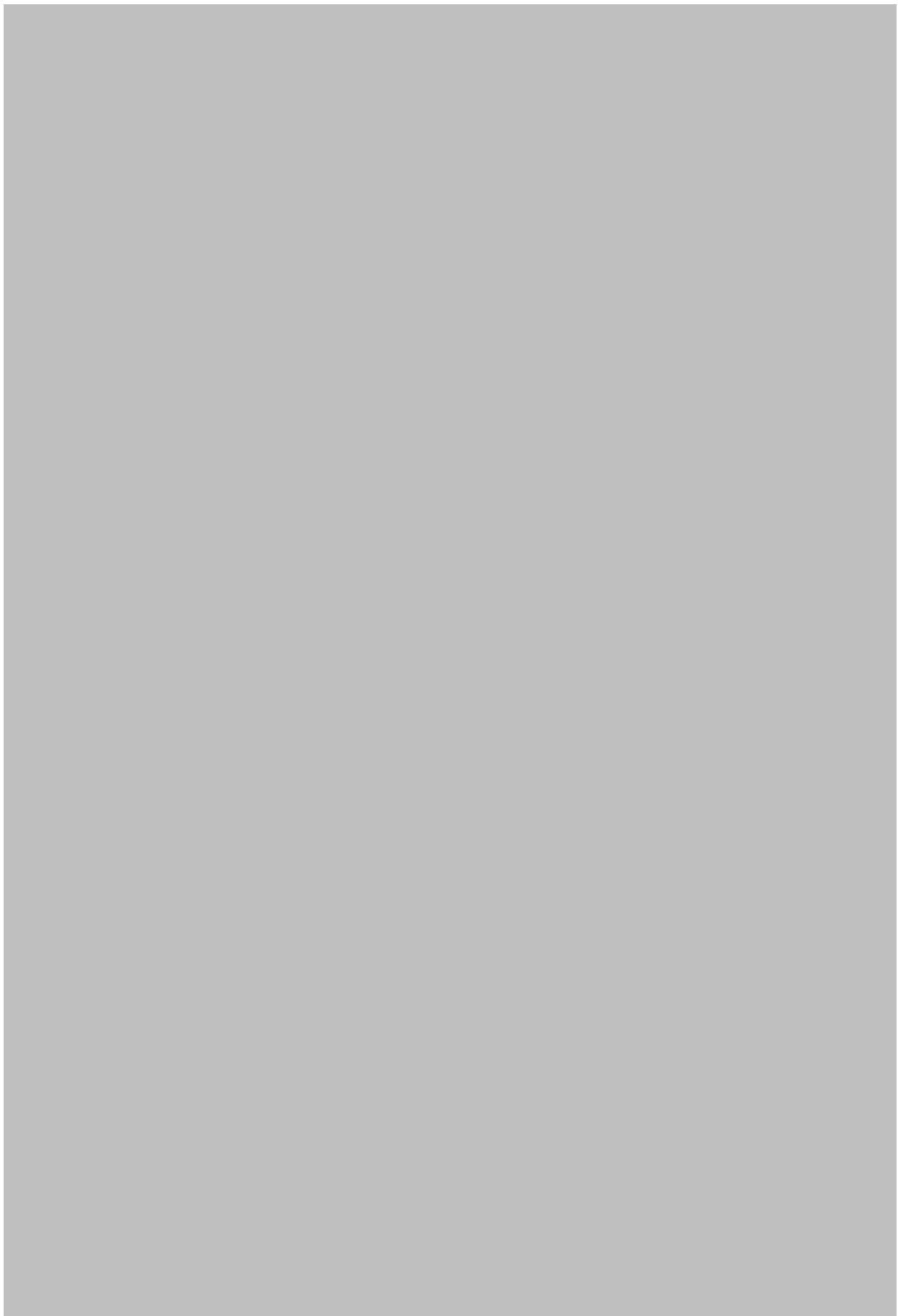


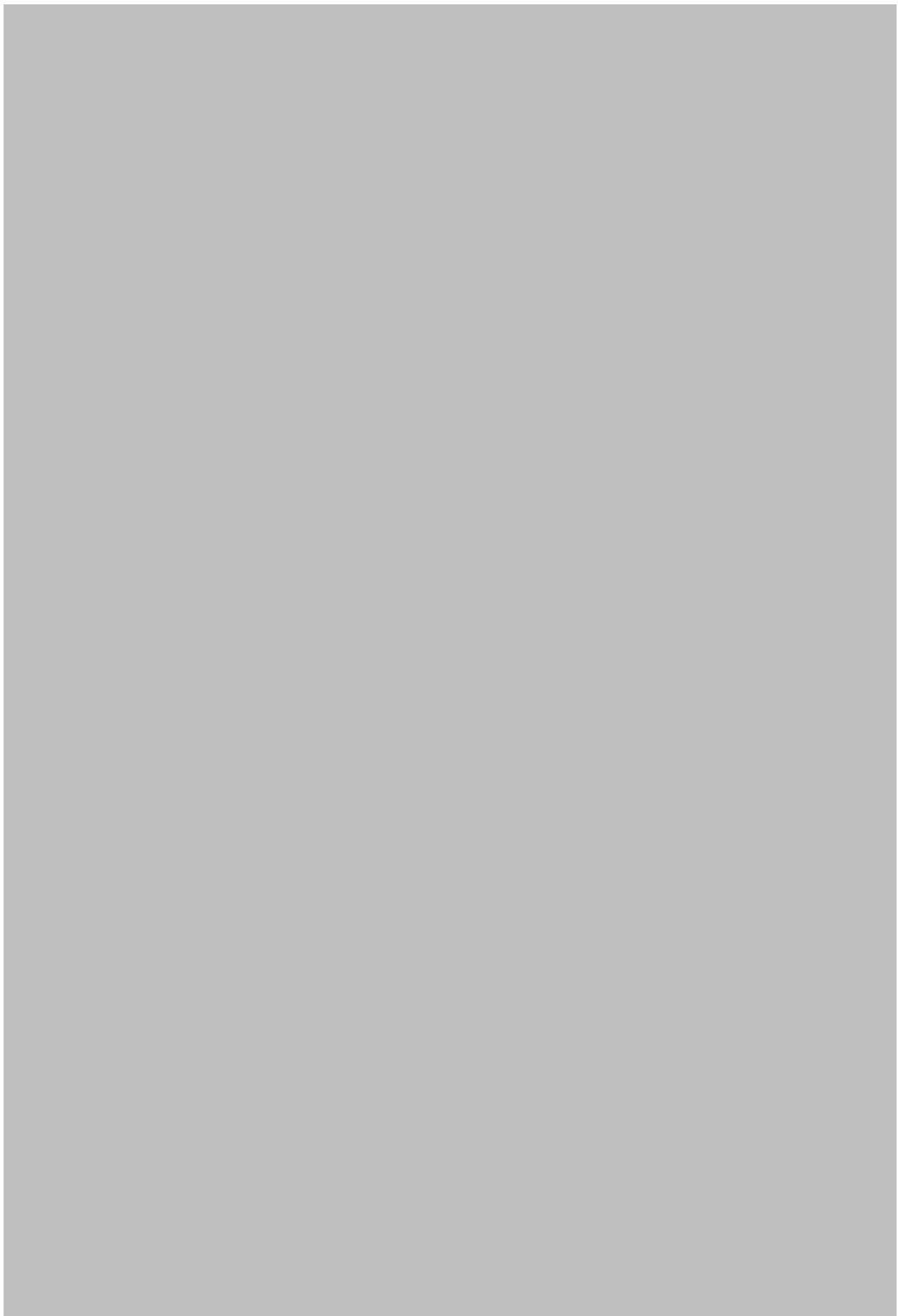


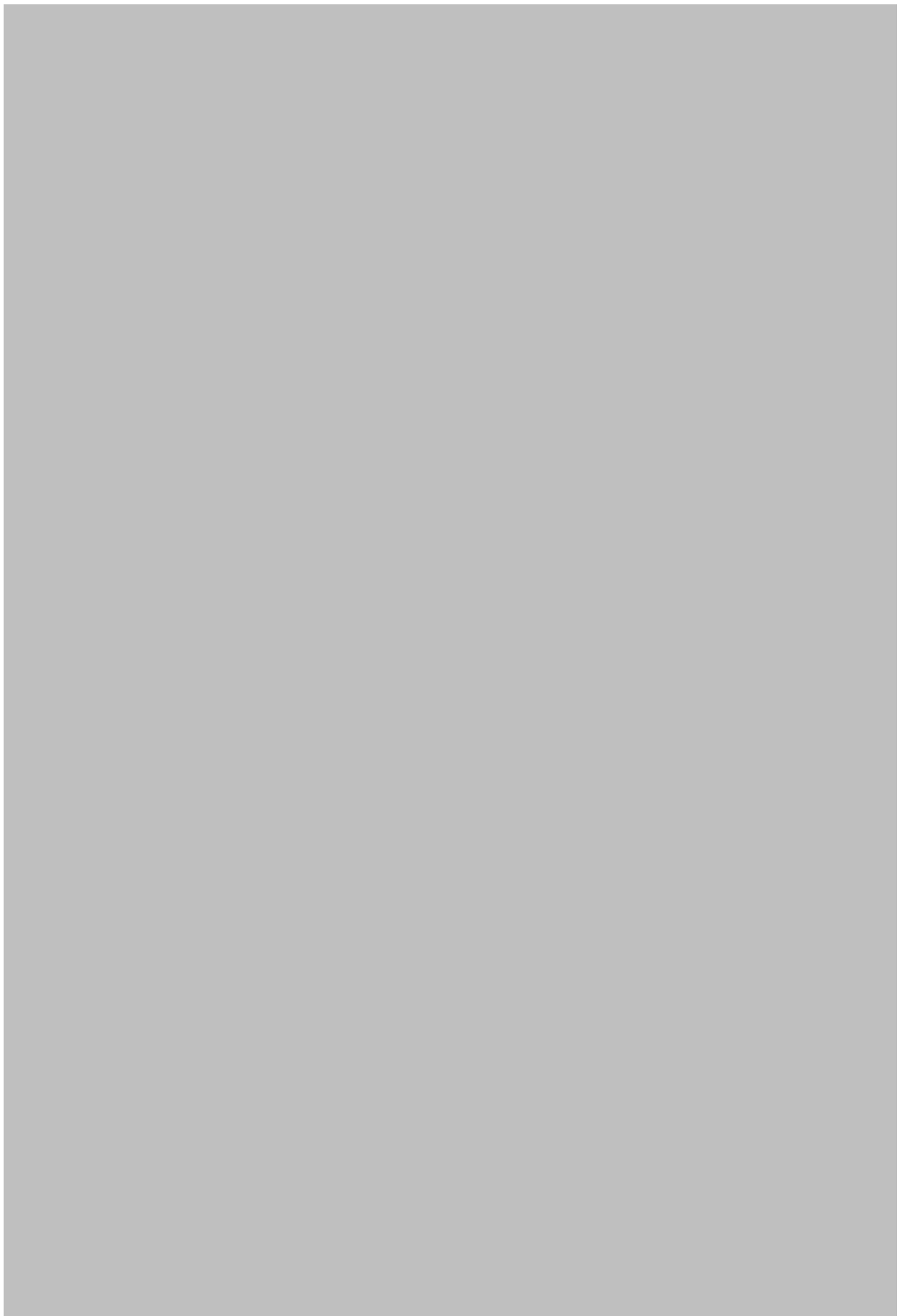


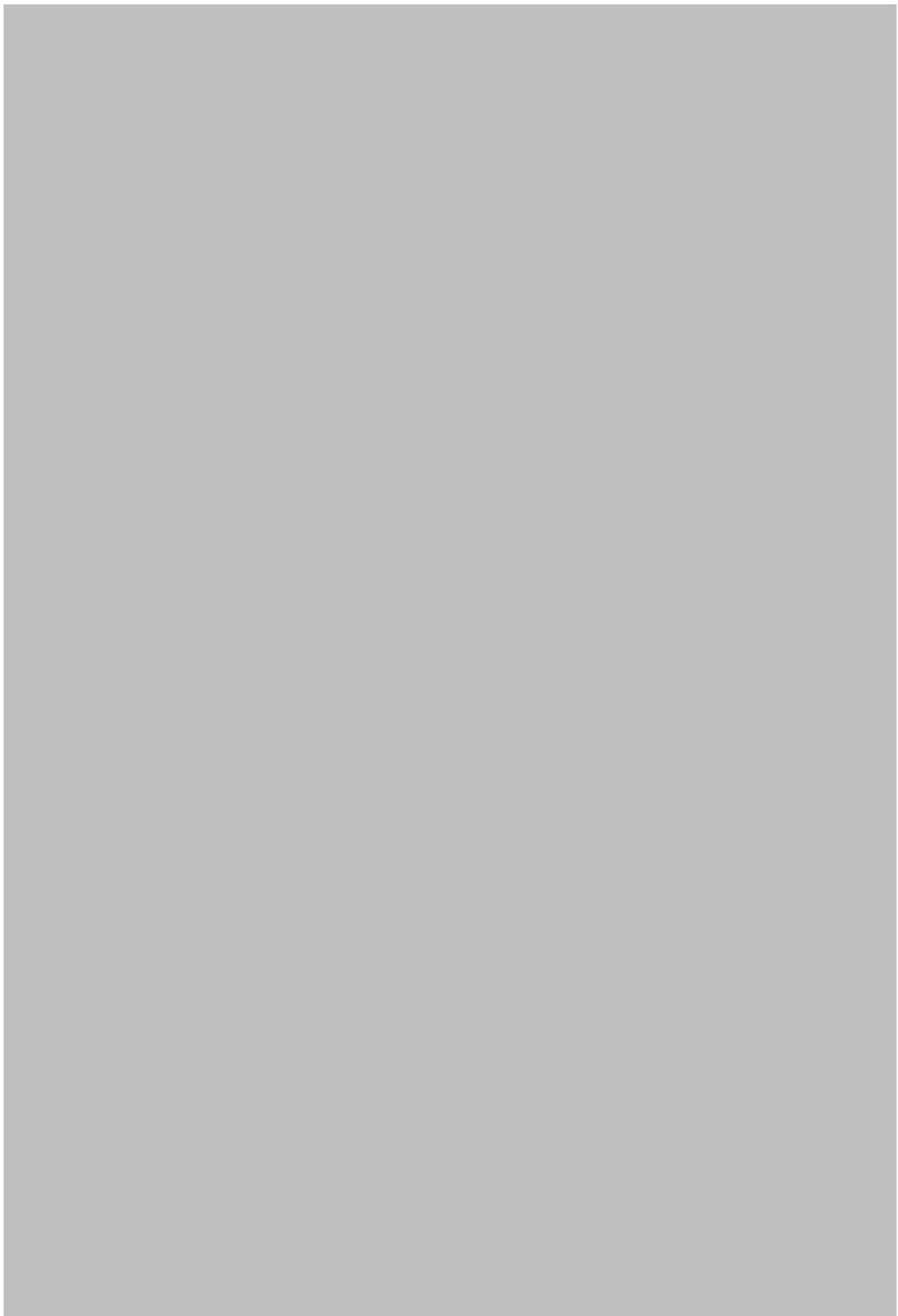


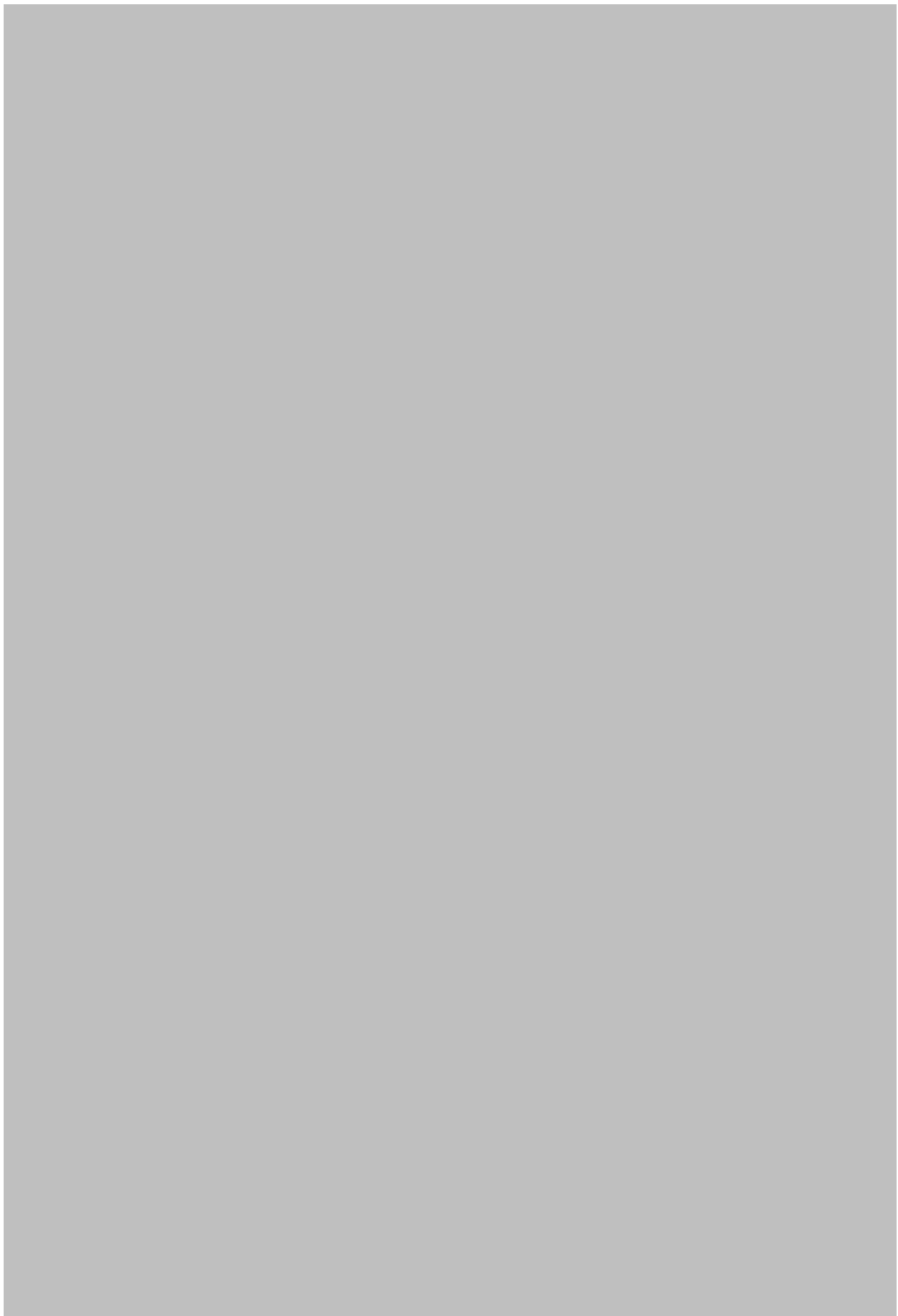


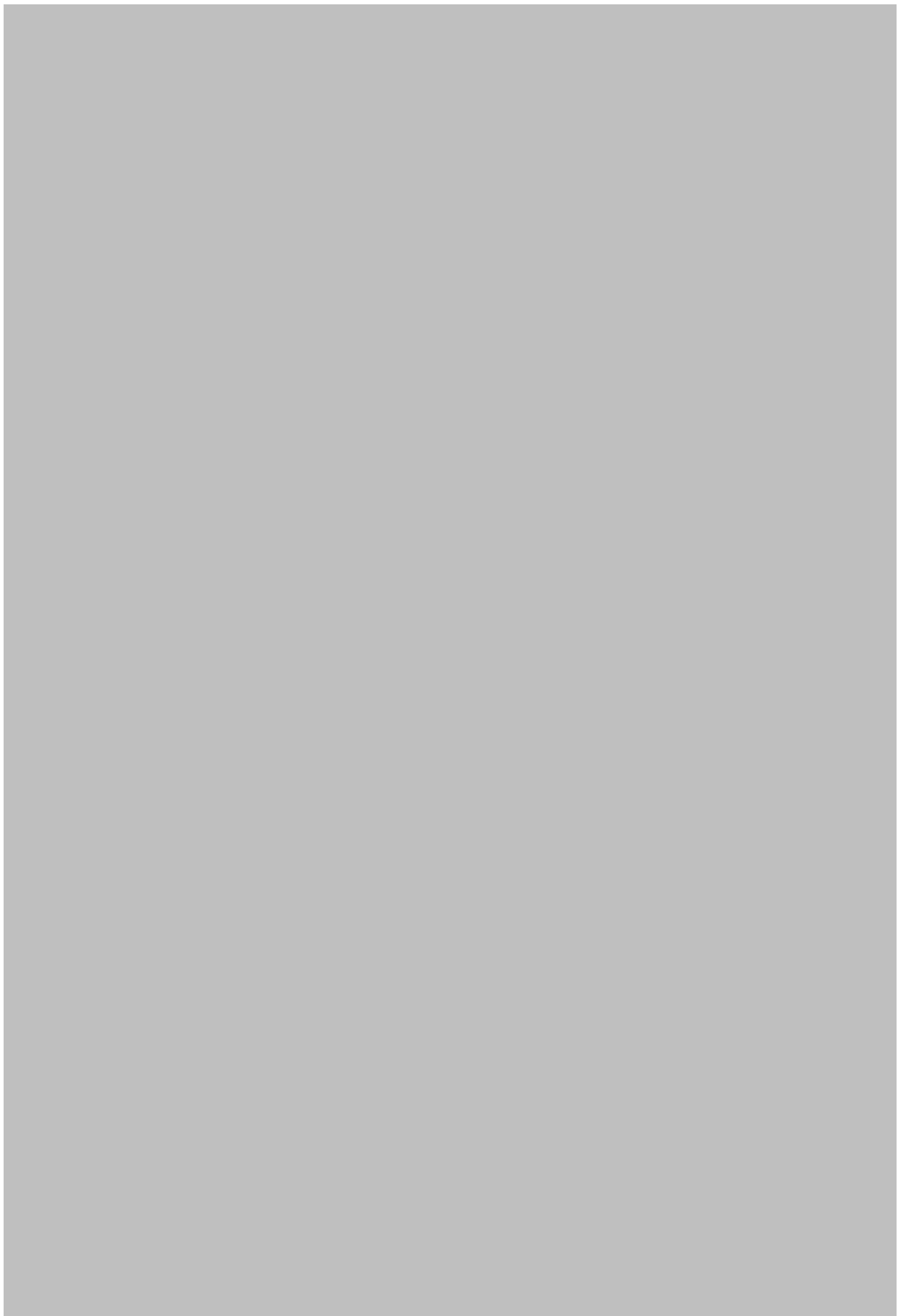


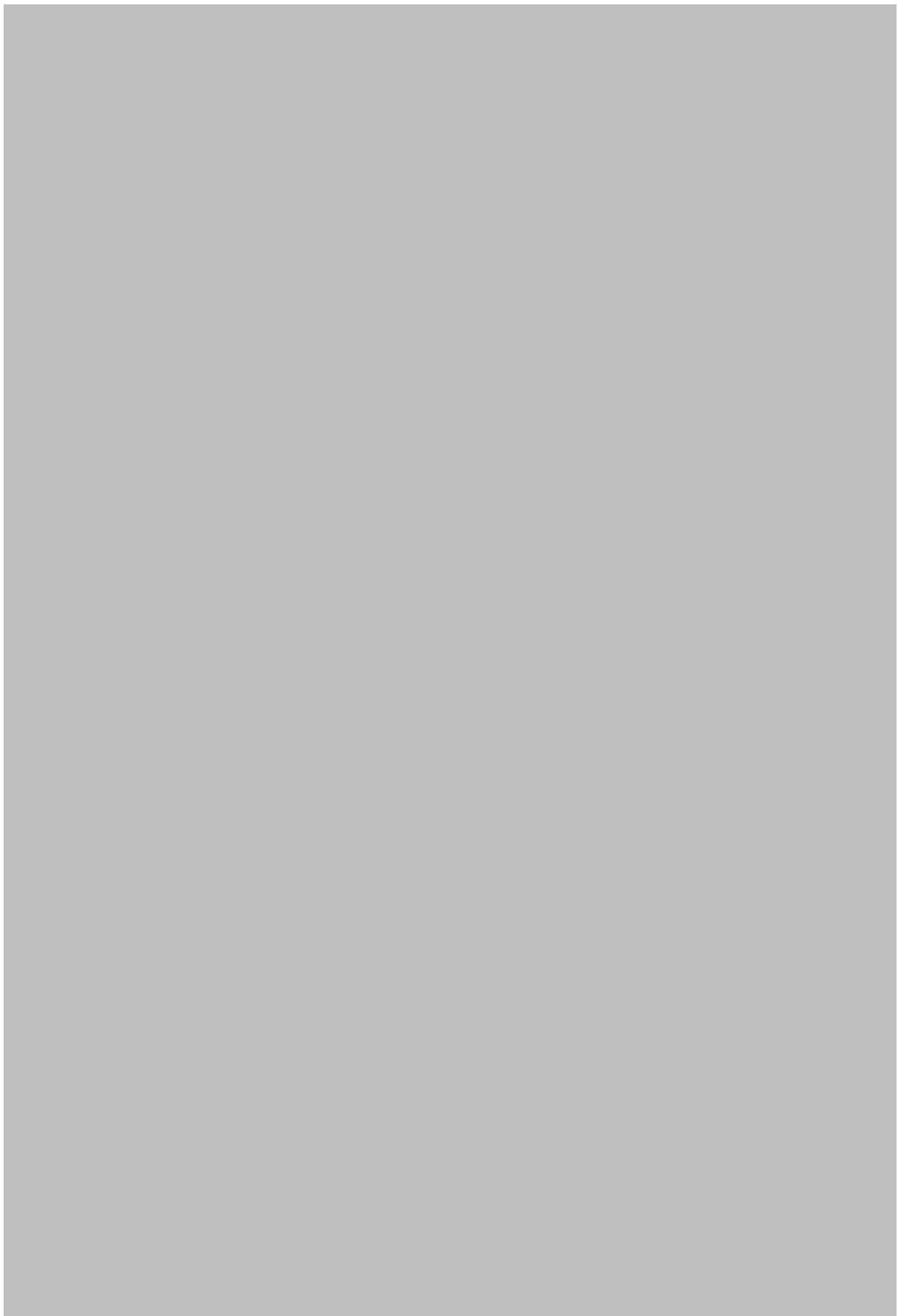


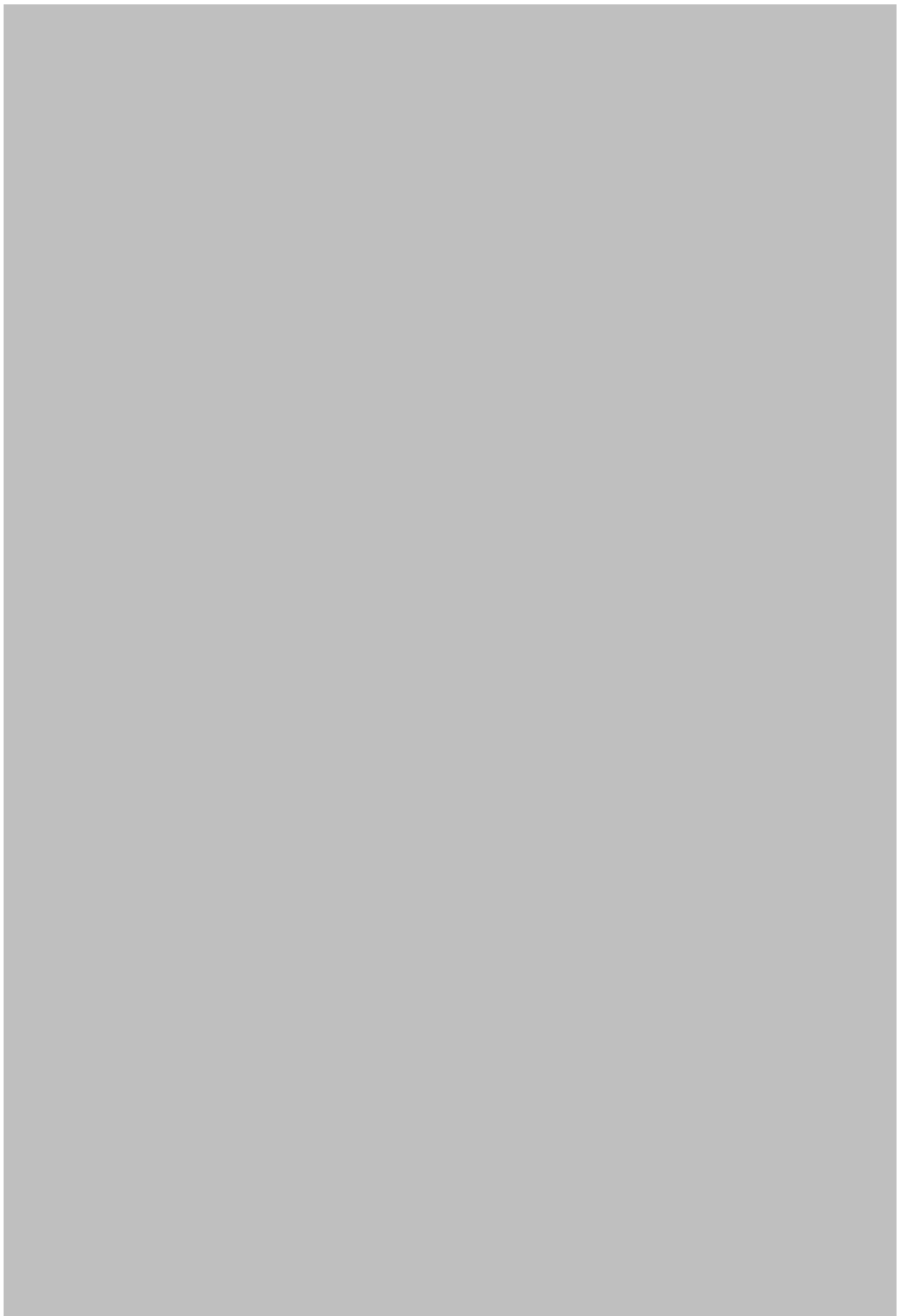




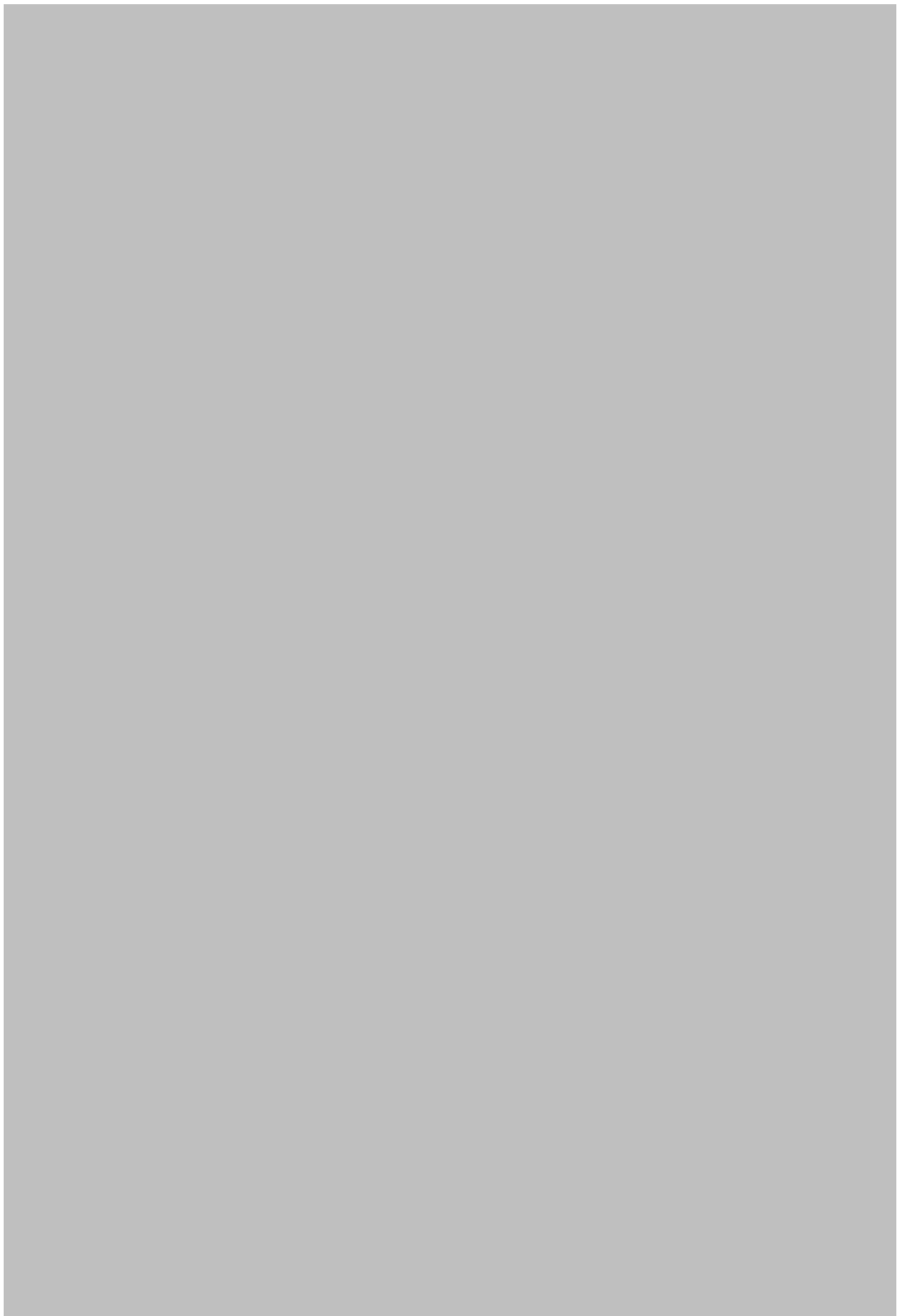












| Order | Type | Line Item or Expense | EOHHS Category | ScheduleB ExpLineN umber | LineDescription | FTE | Actual |
|-------|------|----------------------|----------------|--------------------------|-----------------|-----|--------|
|-------|------|----------------------|----------------|--------------------------|-----------------|-----|--------|

Management

| | | | | | | | |
|-----|----------------|-----------|-------------|-----|-------------------------------------|----------------|--------------|
| 54 | Salary Expense | Line Item | Direct Care | 1S | Program Director (UFR Title 102) | 6.37 | \$ 320,292 |
| 55 | Salary Expense | Line Item | Direct Care | 2S | Program Function Manager (UFR T | 1.58 | \$ 87,949 |
| 56 | Salary Expense | Line Item | Direct Care | 3S | Asst. Program Director (UFR Title 1 | 2.06 | \$ 94,209 |
| 57 | Salary Expense | Line Item | Direct Care | 4S | Supervising Professional (UFR Title | 0.34 | \$ 16,756 |
| 70 | Salary Expense | Line Item | Direct Care | 17S | Day Care Director (UFR Title 117) | 0 | \$ - |
| 19% | | | | | | Total | 10.35 |
| | | | | | | Average | 2.07 |
| | | | | | | | \$ 519,206 |
| | | | | | | | \$ 50,164.82 |

Teacher

| | | | | | | | |
|-----|----------------|-----------|-------------|-----|------------------------------------|----------------|--------------|
| 79 | Salary Expense | Line Item | Specialized | 26S | Cert. Voc. Rehab. Counselor (UFR T | 0 | \$ - |
| 82 | Salary Expense | Line Item | Specialized | 29S | Case Worker / Manager - Masters (| 0.01 | \$ 245 |
| 68 | Salary Expense | Line Item | Specialized | 15S | Spec. Education Teacher (UFR Title | 0 | \$ - |
| 69 | Salary Expense | Line Item | Specialized | 16S | Teacher (UFR Title 116) | 16.04 | \$ 596,362 |
| 29% | | | | | | Total | 16.05 |
| | | | | | | Average | 4.0125 |
| | | | | | | | \$ 596,607 |
| | | | | | | | \$ 37,171.78 |

Non-Specialized Direct Care

| | | | | | | | |
|-----|----------------|-----------|-----------------|-----|--|----------------|--------------|
| 71 | Salary Expense | Line Item | Non-Specialized | 18S | Day Care Lead Teacher (UFR Title 1 | 0 | \$ - |
| 72 | Salary Expense | Line Item | Non-Specialized | 19S | Day Care Teacher (UFR Title 119) | 0 | \$ - |
| 73 | Salary Expense | Line Item | Non-Specialized | 20S | Day Care Asst. Teacher / Aide (UFR | 0 | \$ - |
| 81 | Salary Expense | Line Item | Non-Specialized | 28S | Counselor (UFR Title 130) | 2.21 | \$ 66,075 |
| 83 | Salary Expense | Line Item | Non-Specialized | 30S | Case Worker / Manager (UFR Title | 3.94 | \$ 159,868 |
| 84 | Salary Expense | Line Item | Non-Specialized | 31S | Direct Care / Prog. Staff Superv. (U | 1.46 | \$ 57,543 |
| 85 | Salary Expense | Line Item | Non-Specialized | 32S | Direct Care / Prog. Staff III (UFR Tit | 2.25 | \$ 93,200 |
| 86 | Salary Expense | Line Item | Non-Specialized | 33S | Direct Care / Prog. Staff II (UFR Titl | 12.59 | \$ 422,720 |
| 87 | Salary Expense | Line Item | Non-Specialized | 34S | Direct Care / Prog. Staff I (UFR Title | 0.13 | \$ 3,807 |
| | | | Direct Care | 3S | Asst. Program Director (UFR Title 1 | 0.63 | \$ 13,605 |
| 76 | Salary Expense | Line Item | Clinical | 23S | Social Worker - L.I.C.S.W. (UFR Title | 0.13 | \$ 4,371 |
| 77 | Salary Expense | Line Item | Clinical | 24S | Social Worker - L.C.S.W., L.S.W (UFR | 1.96 | \$ 63,700 |
| 46% | | | | | | Total | 25.3 |
| | | | | | | Average | 2.81 |
| | | | | | | | \$ 884,889 |
| | | | | | | | \$ 34,975.87 |

Support

| | | | | | | | |
|----|----------------|-----------|-------------|-----|--|----------------|--------------|
| 88 | Salary Expense | Line Item | Direct Care | 35S | Prog. Secretarial / Clerical Staff (UF | 2.07 | \$ 58,788 |
| 89 | Salary Expense | Line Item | Direct Care | 36S | Maintenance, House/Groundskeep | 0.48 | \$ 7,144 |
| 90 | Salary Expense | Line Item | Direct Care | 37S | Direct Care / Driver Staff (UFR Title | 1.19 | \$ 24,992 |
| 7% | | | | | | Total | 3.74 |
| | | | | | | Average | 1.6378 |
| | | | | | | | \$ 90,924 |
| | | | | | | | \$ 24,311.13 |

Total FTEs 55.44 0.04

UFR Category Summary

| Per FTE | Expense Type | Actual Total | % of Total |
|------------------|-----------------------------|---------------------|------------|
| \$ 37,728 | Salaries Paid | \$ 2,091,626 | 53.04% |
| \$ 7,908 | Tax and Fringe | \$ 438,432 | 11.12% |
| \$ 3,013 | Total Other Program Expense | \$ 137,655 | 3.49% |
| \$ 10,095 | Occupancy | \$ 559,679 | 14.19% |
| \$ 12,917 | Admin. Alloc. (M & G) | \$ 716,146 | 18.16% |
| \$ 71,132 | Total | \$ 3,943,538 | 100% |

Model Budget Allocations

| | Model Budget Line | Per FTE | % |
|--|-----------------------|--------------|--------|
| % of Staffing Subtotal | Taxes & Fringe | \$ 7,908.22 | 20.96% |
| % of Staffing Total Staffing Costs | Occupancy | \$ 10,095.22 | 22.12% |
| % of Staffing Total Staffing Costs | Other Program Exp. | \$ 3,013.47 | 5.44% |
| % of Reimbursable Expenses Excluding Admin | Admin. Alloc. (M & G) | \$ 12,917.49 | 17.29% |

| 60th Percentile Salaries ENROLLMENT | | | |
|---|-----------|---------------|--------------|
| Management | \$ | 54,655 | 4.77 |
| Program Director (UFR Title 102) | \$ | 52,461 | 2.74 |
| Program Function Manager (UFR Title 101) | \$ | 69,960 | 0.81 |
| Asst. Program Director (UFR Title 103) | \$ | 46,057 | 1.05 |
| Supervising Professional (UFR Title 104) | \$ | 70,278 | 0.17 |
| Teacher | \$ | 40,203 | 8.70 |
| Teacher (UFR Title 116) | \$ | 40,203 | 8.70 |
| Non Specialized Direct Care | \$ | 35,961 | 12.91 |
| Counselor (UFR Title 130) | \$ | 36,893 | 1.13 |
| Case Worker / Manager (UFR Title 132) | \$ | 40,449 | 2.01 |
| Direct Care / Prog. Staff Superv. (UFR Title 133) | \$ | 40,010 | 0.75 |
| Direct Care / Prog. Staff III (UFR Title 134) | \$ | 41,422 | 1.15 |
| Direct Care / Prog. Staff II (UFR Title 135) | \$ | 33,121 | 6.43 |
| Direct Care / Prog. Staff I (UFR Title 136) | \$ | 24,771 | 0.07 |
| Asst. Program Director (UFR Title 103) | \$ | 46,057 | 0.32 |
| Social Worker - L.I.C.S.W. (UFR Title 124) | \$ | 33,623 | 0.07 |
| Social Worker - L.C.S.W., L.S.W (UFR Title 125 & 126) | \$ | 32,500 | 1.00 |
| Support | \$ | 27,675 | 1.91 |
| Prog. Secretarial / Clerical Staff (UFR Title 137) | \$ | 30,392 | 1.06 |
| Maintainence, House/Groundskeeping, Cook 138 | \$ | 30,932 | 0.24 |
| Direct Care / Driver Staff (UFR Title 138) | \$ | 21,635 | 0.61 |
| 60th Percentile Salaries OUTCOME | | | |
| Management | \$ | 54,655 | 4.58 |
| Program Director (UFR Title 102) | \$ | 52,461 | 2.63 |
| Program Function Manager (UFR Title 101) | \$ | 69,960 | 0.77 |
| Asst. Program Director (UFR Title 103) | \$ | 46,057 | 1.01 |
| Supervising Professional (UFR Title 104) | \$ | 70,278 | 0.17 |
| Teacher | \$ | 40,203 | 8.34 |
| Teacher (UFR Title 116) | \$ | 40,203 | 8.34 |
| Non Specialized Direct Care | \$ | 35,961 | 12.39 |
| Counselor (UFR Title 130) | \$ | 36,893 | 1.08 |
| Case Worker / Manager (UFR Title 132) | \$ | 40,449 | 1.93 |
| Direct Care / Prog. Staff Superv. (UFR Title 133) | \$ | 40,010 | 0.71 |
| Direct Care / Prog. Staff III (UFR Title 134) | \$ | 41,422 | 1.10 |
| Direct Care / Prog. Staff II (UFR Title 135) | \$ | 33,121 | 6.16 |
| Direct Care / Prog. Staff I (UFR Title 136) | \$ | 24,771 | 0.06 |
| Asst. Program Director (UFR Title 103) | \$ | 46,057 | 0.31 |
| Social Worker - L.I.C.S.W. (UFR Title 124) | \$ | 33,623 | 0.06 |
| Social Worker - L.C.S.W., L.S.W (UFR Title 125 & 126) | \$ | 32,500 | 0.96 |
| Support | \$ | 27,675 | 1.91 |

| | | | |
|--|----|--------|------|
| Prog. Secretarial / Clerical Staff (UFR Title 137) | \$ | 30,392 | 1.06 |
| Maintainence, House/Groundskeeping, Cook 138 | \$ | 30,932 | 0.24 |
| Direct Care / Driver Staff (UFR Title 138) | \$ | 21,635 | 0.61 |

| \$ | 260,795 |
|----|----------------|
| \$ | 143,770 |
| \$ | 56,411 |
| \$ | 48,420 |
| \$ | 12,194 |

| | |
|----|----------------|
| \$ | 349,611 |
| \$ | 349,611 |

| | |
|----|----------------|
| \$ | 464,315 |
| \$ | 41,610 |
| \$ | 81,332 |
| \$ | 29,811 |
| \$ | 47,564 |
| \$ | 212,807 |
| \$ | 1,643 |
| \$ | 14,808 |
| \$ | 2,231 |
| \$ | 32,509 |

| | |
|----|---------------|
| \$ | 52,822 |
| \$ | 32,106 |
| \$ | 7,577 |
| \$ | 13,139 |

| \$ | 250,228 |
|----|----------------|
| \$ | 137,944 |
| \$ | 54,125 |
| \$ | 46,458 |
| \$ | 11,700 |

| | |
|----|----------------|
| \$ | 335,444 |
| \$ | 335,444 |

| | |
|----|----------------|
| \$ | 445,500 |
| \$ | 39,924 |
| \$ | 78,037 |
| \$ | 28,603 |
| \$ | 45,636 |
| \$ | 204,184 |
| \$ | 1,577 |
| \$ | 14,208 |
| \$ | 2,140 |
| \$ | 31,191 |

| | |
|----|---------------|
| \$ | 52,822 |
|----|---------------|

| | |
|----|--------|
| \$ | 32,106 |
| \$ | 7,577 |
| \$ | 13,139 |

a. Determine number of clients currently moving towards either an enrollment or an outcome.

| Current Client Statuses During Survey | # | % |
|---------------------------------------|------------|-------------|
| Total Enrollment Clients | 106 | 24% |
| Total Outcome Clients | 337 | 76% |
| Total Clients | 443 | 100% |

b. Use the proportion of clients above and other survey results to determine time spend on Enrollments and

| YPP-Contracted Service | Percent of Time | Enrollment |
|--------------------------------|-----------------|------------|
| Recruitment | 14% | 14% |
| Assessment and Intake | 13% | 13% |
| Orientation | 9% | 9% |
| Core YPP-Contracted Services | 64% | 15% |
| Total (Must equal 100%) | 100% | 51% |
| YPP-Contracted Administrative | 13% | |

| YPP-Contracted Service | Total | Enrollment |
|---|--------------|--------------|
| Total (Must equal 100%) | 100% | 51% |
| Management | 9.35 | 4.77 |
| Program Director (UFR Title 102) | 5.37 | 2.74 |
| Program Function Manager (UFR Title 101) | 1.58 | 0.81 |
| Asst. Program Director (UFR Title 103) | 2.06 | 1.05 |
| Supervising Professional (UFR Title 104) | 0.34 | 0.17 |
| Teacher | 17.05 | 8.70 |
| Case Worker / Manager - Masters (UFR Title 131) | 0.01 | 0.01 |
| Teacher (UFR Title 116) | 17.04 | 8.70 |
| Non-Specialized Direct Care | 25.30 | 12.91 |
| Counselor (UFR Title 130) | 2.21 | 1.13 |
| Case Worker / Manager (UFR Title 132) | 3.94 | 2.01 |
| Direct Care / Prog. Staff Superv. (UFR Title 133) | 1.46 | 0.75 |
| Direct Care / Prog. Staff III (UFR Title 134) | 2.25 | 1.15 |
| Direct Care / Prog. Staff II (UFR Title 135) | 12.59 | 6.43 |
| Direct Care / Prog. Staff I (UFR Title 136) | 0.13 | 0.07 |
| Asst. Program Director (UFR Title 103) | 0.63 | 0.32 |
| Social Worker - L.I.C.S.W. (UFR Title 124) | 0.13 | 0.07 |
| Social Worker - L.C.S.W., L.S.W (UFR Title 125 & 126) | 1.96 | 1.00 |
| Support | 3.74 | 1.91 |
| Prog. Secretarial / Clerical Staff (UFR Title 137) | 2.07 | 1.06 |
| Maintenance, House/Groundskeeping, Cook 138 | 0.48 | 0.24 |
| Direct Care / Driver Staff (UFR Title 138) | 1.19 | 0.61 |

| | | |
|------------|-------|-------|
| Total FTEs | 55.44 | 28.29 |
|------------|-------|-------|

nd Outcomes

| Outcome |
|---------|
| 0% |
| 0% |
| 0% |
| 49% |
| 49% |
| |
| |

| Outcome |
|---------|
| 49% |
| 4.58 |
| 2.63 |
| 0.77 |
| 1.01 |
| 0.17 |
| 8.35 |
| 0.00 |
| 8.34 |
| 12.39 |
| 1.08 |
| 1.93 |
| 0.71 |
| 1.10 |
| 6.16 |
| 0.06 |
| 0.31 |
| 0.06 |
| 0.96 |
| 1.83 |
| 1.01 |
| 0.24 |
| 0.58 |

2.5776

| |
|-------|
| 27.15 |
|-------|

YPP Rate Calculations

Step 1: Use survey results to distribute FTEs (and therefore costs) into Enrollment and Outcome model budgets.

Survey Period: 12/16/15 to 1/15/16

a. Determine number of clients currently moving towards either an enrollment or an outcome.

| Current Client Statuses During Survey | # | % |
|---------------------------------------|-----|------|
| Total Enrollment Clients | 106 | 24% |
| Total Outcome Clients | 337 | 76% |
| Total Clients | 443 | 100% |

b. Use the proportion of clients above and other survey results to determine time spend on Enrollments and Outcomes

| YPP-Contracted Service | Percent of Time | Enrollment | Outcome |
|-------------------------------|-----------------|------------|---------|
| Recruitment | 14% | 14% | 0% |
| Assessment and Intake | 13% | 13% | 0% |
| Orientation | 9% | 9% | 0% |
| Core YPP-Contracted Services | 64% | 15% | 49% |
| Total (Must equal 100%) | 100% | 51% | 49% |
| YPP-Contracted Administrative | 13% | | |

Step 2: Apply survey results to FTEs from UFRs by payment type.

| YPP-Contracted Service | Total | Enrollment | Outcome |
|--|--------------|--------------|--------------|
| Total (Must equal 100%) | 100% | 51% | 49% |
| Management | 9.35 | 4.77 | 4.58 |
| Program Director (UFR Title 102) | 5.37 | 2.74 | 2.63 |
| Program Function Manager (UFR Title 101) | 1.58 | 0.81 | 0.77 |
| Asst. Program Director (UFR Title 103) | 2.06 | 1.05 | 1.01 |
| Supervising Professional (UFR Title 104) | 0.34 | 0.17 | 0.17 |
| Teacher | 17.05 | 8.70 | 8.35 |
| Case Worker / Manager - Masters (UFR Title 131) | 0.01 | 0.01 | 0.00 |
| Teacher (UFR Title 116) | 17.04 | 8.70 | 8.34 |
| Non-Specialized Direct Care | 25.30 | 12.91 | 12.39 |
| Counselor (UFR Title 130) | 2.21 | 1.13 | 1.08 |
| Case Worker / Manager (UFR Title 132) | 3.94 | 2.01 | 1.93 |
| Direct Care / Prog. Staff Superv. (UFR Title 133) | 1.46 | 0.75 | 0.71 |
| Direct Care / Prog. Staff III (UFR Title 134) | 2.25 | 1.15 | 1.10 |
| Direct Care / Prog. Staff II (UFR Title 135) | 15.31 | 7.81 | 7.50 |
| Direct Care / Prog. Staff I (UFR Title 136) | 0.13 | 0.07 | 0.06 |
| Support | 3.74 | 1.91 | 1.83 |
| Prog. Secretarial / Clerical Staff (UFR Title 137) | 2.07 | 1.06 | 1.01 |
| Maintenance, House/Groundskeeping, Cook 138 | 0.48 | 0.24 | 0.24 |
| Direct Care / Driver Staff (UFR Title 138) | 1.19 | 0.61 | 0.58 |
| Total FTEs | 55.44 | 28.29 | 27.15 |

Step 3: Calculate Enrollment and Outcome payment rates in model budgets.

| ENROLLMENT RATE CALCULATIONS | | | | |
|------------------------------|----------|------------------|------------|--|
| | | Enrollment Units | 564 | |
| | Salary | FTE | Expense | |
| Management | \$50,165 | 4.77 | \$ 239,370 | |
| Teacher | \$40,203 | 8.70 | \$ 349,816 | |
| Non-Specialized Direct Care | \$34,976 | 12.91 | \$ 451,594 | |

| | | | | |
|---|-----------|--------------|-----------|------------------|
| Support | \$27,675 | 1.91 | \$ | 52,822 |
| Subtotal Staffing | | 28.29 | \$ | 1,093,602 |
| Taxes & Fringe | 20.96% | | \$ | 229,233 |
| Total Staffing Costs | | | \$ | 1,322,836 |
| Occupancy | \$ 10,095 | | \$ | 285,626 |
| Other Program Exp. | \$ 3,013 | | \$ | 85,261 |
| Total Reimbursable Exp. Excl. Admin. | | | \$ | 1,693,723 |
| Admin. Alloc. (M & G) | 12.00% | | \$ | 203,247 |
| Total | | | \$ | 1,896,969 |
| Calculated Rate | | | \$ | 3,363 |
| Proposed Rate with CAF | 4.27% | | \$ | 3,507 |
| | | rounded to | \$ | 3,500 |

| OUTCOME RATE CALCULATIONS | | | | |
|---|-----------|---------------|-----------|------------------|
| | | Outcome Units | | 528 |
| | Salary | FTE | Expense | |
| Management | \$50,165 | 4.58 | \$ | 229,671 |
| Teacher | \$40,203 | 8.35 | \$ | 335,641 |
| Non-Specialized Direct Care | \$34,976 | 12.39 | \$ | 433,295 |
| Support | \$27,675 | 1.83 | \$ | 50,682 |
| Subtotal Staffing | | 27.15 | \$ | 1,049,289 |
| Taxes & Fringe | 20.96% | | \$ | 219,944 |
| Total Staffing Costs | | | \$ | 1,269,233 |
| Occupancy | \$ 10,095 | | \$ | 274,053 |
| Other Program Exp. | \$ 3,013 | | \$ | 81,806 |
| Total Reimbursable Exp. Excl. Admin. | | | \$ | 1,625,092 |
| Admin. Alloc. (M & G) | 12.00% | | \$ | 195,011 |
| Total | | | \$ | 1,820,103 |
| Calculated Rate | | | \$ | 3,447 |
| Proposed Rate with CAF | 4.27% | | \$ | 3,594 |
| | | rounded to | \$ | 3,600 |

| Master Look-Up Table | | | |
|------------------------------------|----|---------------|---|
| Benchmark Salaries | | | Source |
| Management | \$ | 50,165 | Weighted average from FY14 UFR |
| Teacher | \$ | 40,203 | 60th percentile, based off of FY14 UFRs |
| Non-Specialized Direct Care | \$ | 34,976 | Weighted average from FY14 UFR |
| Support | \$ | 27,675 | 60th percentile, based off of FY14 UFRs |
| FTEs | | | Source |
| Management | | 4.77 | Total from FY14 UFRs and Provider Survey |
| Teacher | | 8.70 | Total from FY14 UFRs and Provider Survey |
| Non-Specialized Direct Care | | 12.91 | Total from FY14 UFRs and Provider Survey |
| Support | | 1.91 | Total from FY14 UFRs and Provider Survey |
| Benchmark Expenses | | | Source |
| Taxes & Fringe | | 20.96% | Weighted average from FY14 UFRs |
| Occupancy | \$ | 10,095 | Weighted average per FTE from FY14 UFRs |
| Other Program Exp. | \$ | 3,013 | Weighted average per FTE from FY14 UFRs |
| Admin. Alloc. (M & G) | | 12.00% | C.257 Benchmark |
| CAF | | 4.27% | Base year = FY 14, Prospective 2 years FY17, FY18 |
| Units | | | Source |
| Enrollment | | 564 | Total FY14 Units provided by DTA MMARS info (excludes providers without FY14 UFRS) |

ENROLLMENT RATE CALCULATIONSEnrollment Units **564**

| | Salary | FTE |
|---|-----------|--------------|
| Management | \$ 50,165 | 4.77 |
| Teacher | \$ 40,203 | 8.70 |
| Non-Specialized Direct Care | \$ 34,976 | 12.91 |
| Support | \$ 27,675 | 1.91 |
| Subtotal Staffing | | 28.29 |
| Taxes & Fringe | 20.96% | |
| Total Staffing Costs | | |
| Occupancy | \$ 10,095 | |
| Other Program Exp. | \$ 3,013 | |
| Total Reimbursable Exp. Excl. Admin. | | |
| Admin. Alloc. (M & G) | 12.00% | |
| Total | | |
| Calculated Rate | | |
| Proposed Rate with CAF | 4.27% | |

round to:

| | |
|---------|-----------|
| | |
| | |
| | |
| | |
| | |
| Expense | |
| \$ | 239,370 |
| \$ | 349,816 |
| \$ | 451,594 |
| \$ | 52,822 |
| \$ | 1,093,602 |
| \$ | 229,233 |
| \$ | 1,322,836 |
| \$ | 285,626 |
| \$ | 85,261 |
| \$ | 1,693,723 |
| \$ | 203,247 |
| \$ | 1,896,969 |
| \$ | 3,363 |
| \$ | 3,507 |
| \$ | 3,500 |

| Master Look-Up Table | | |
|------------------------------------|------------------|---|
| Benchmark Salaries | | Source |
| Management | \$ 50,165 | Weighted average from FY14 UFR |
| Teacher | \$ 40,203 | 60th percentile, based off of FY14 UFRs |
| Non-Specialized Direct Care | \$ 34,976 | Weighted average from FY14 UFR |
| Support | \$ 27,675 | 60th percentile, based off of FY14 UFRs |
| FTEs | | Source |
| Management | 4.58 | Total from FY14 UFRs and Provider Survey |
| Teacher | 8.35 | Total from FY14 UFRs and Provider Survey |
| Non-Specialized Direct Care | 12.39 | Total from FY14 UFRs and Provider Survey |
| Support | 1.83 | Total from FY14 UFRs and Provider Survey |
| Benchmark Expenses | | Source |
| Taxes & Fringe | 20.96% | Weighted average from FY14 UFRs |
| Occupancy | \$ 10,095 | Weighted average per FTE from FY14 UFRs |
| Other Program Exp. | \$ 3,013 | Weighted average per FTE from FY14 UFRs |
| Admin. Alloc. (M & G) | 12.00% | C.257 Benchmark |
| CAF | 4.27% | Base year = FY 14, Prospective 2 years FY17, FY18 |
| Units | | Source |
| Outcome | 528 | Total FY14 Units provided by DTA MMARS info (excludes providers without FY14 UFRS) |

OUTCOME RATE CALCULATIONSOutcome Units **528**

| | Salary | FTE |
|---|-----------|--------------|
| Management | \$ 50,165 | 4.58 |
| Teacher | \$ 40,203 | 8.35 |
| Non-Specialized Direct Care | \$ 34,976 | 12.39 |
| Support | \$ 27,675 | 1.83 |
| Subtotal Staffing | | 27.15 |
| Taxes & Fringe | 20.96% | |
| Total Staffing Costs | | |
| Occupancy | \$ 10,095 | |
| Other Program Exp. | \$ 3,013 | |
| Total Reimbursable Exp. Excl. Admin. | | |
| Admin. Alloc. (M & G) | 12.00% | |
| Total | | |
| Calculated Rate | | |
| Proposed Rate with CAF | 4.27% | |

round to:

| Expense | |
|---------|-----------|
| \$ | 229,671 |
| \$ | 335,641 |
| \$ | 433,295 |
| \$ | 50,682 |
| \$ | 1,049,289 |
| \$ | 219,944 |
| \$ | 1,269,233 |
| \$ | 274,053 |
| \$ | 81,806 |
| \$ | 1,625,092 |
| \$ | 195,011 |
| \$ | 1,820,103 |
| \$ | 3,447 |
| \$ | 3,594 |
| \$ | 3,600 |